

# Gender Pay Report 2023-24

## 5<sup>th</sup> April 2023 (Snapshot)

Data prepared by **Christopher Ford** (HR Systems & MI Officer)

Data ratified / report written by **Mike Griffiths** (Head of HR & Payroll)

Reported to AFG Board of Trustees – **March 2024**



# Welcome to Alternative Future Groups Gender Pay Report for 2023/24



In November 2023, the Office for National Statistics (ONS) reported the national average mean Gender Pay Gap was 14.3%, with males typically earning more than female workers.

This is a marginal decrease of 0.1% from the 2021 position which continues the reducing gap trend of the last decade.

The ONS also report that the 2023 mean pay gap for the 'Caring Personal Service Occupations' which is the group that AFG would most align to is 2.9% for 2023 (this is a reduction from 4.7% in 2022).

Within this report, I will share the Gender Pay data for AFG which shows a mean gender pay gap of 3.3% - a comparable position to the sector average, and a significantly favourable position to the national average.

As a health and social care employer, over 83% of our workforce are frontline operational Support Workers. These amazing colleagues provide exemplary support to people living with a learning disability or mental health condition every day.

Regrettably, our commissioning bodies, local and central government are still failing to pay an appropriate rate of pay to recognise the incredible and important work they do.

For a second year running, AFG have proudly topped-up the rate of pay for our amazing Support Worker. This year we have topped up pay from the National Living Wage rate of £10.42 to £11.00 for all worked hours – This is a rate above the Real Living Wage for 2023.

Our continued fight for better pay for all Health & Social Care workers continues as we enter 2024/25, and we continue to raise with our commissioning bodies, local and central government the pay crisis that continues in the sector, the real cost of care, and the impact that low pay has on our workforce.



## Our Gender Pay Report Declaration...

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, which appears to read 'I. Pritchard'.

Ian Pritchard | AFG Chief Executive Officer (CEO)

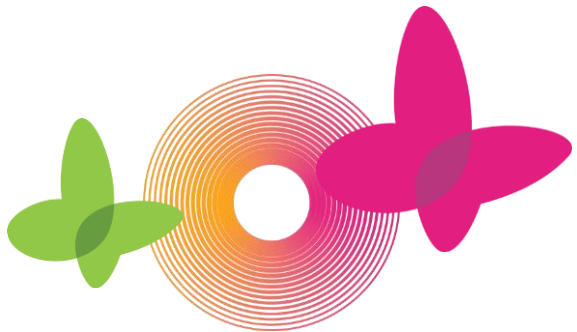
# The Gender Pay Regulations & Measures



On the 1<sup>st</sup> April 2017 the Government introduced *The Equality Act 2010 (Gender Pay Information) Regulations 2017*.

The regulations require that any private, voluntary and public sector employers that have 250 or more employees on the snapshot date of 5<sup>th</sup> April each year must calculate and publish their Gender Pay data.

The regulations set out a clear framework for the consistent calculation and reporting of Gender Pay differences (a summary of the reportable measures is provided here).



What are the measures?

## The MEAN Gender Pay Gap

Compares the average hourly rate for men/women by adding all hourly rates and dividing by the headcount for that gender at the snapshot date

## The MEDIAN Gender Pay Gap

The Median GPG takes the middle value from a sorted list of hourly rates of pay for each gender and compares the difference between genders

## The MEAN BONUS GPG

Considers the Mean difference between the bonus pay received for men and women over a twelve-month reference period leading to 5<sup>th</sup> April 2023

## The MEDIAN BONUS GPG

Considers the difference between the Median (midpoint) bonus pay for each gender over twelve-month reference period leading to 5<sup>th</sup> April 2023

## The Proportion of Men / Women Receiving a Bonus

Two calculations that show the proportion of men and women that received any form of bonus over a twelve-month period against the total relevant employees for that gender

## The Proportion of Men / Women in Pay Quartiles

This measures sorts the average hourly rate of pay as a single list and divides employees into four equal pay quartiles. The proportion of male and female employees in each quartile is reported

A written statement is required to confirm the accuracy of the submission as a minimum. Employers also have the option to publish an accompanying narrative.

# Our 2023/24 Gender Pay Gap Results



## Our MEAN Gender Pay Gap

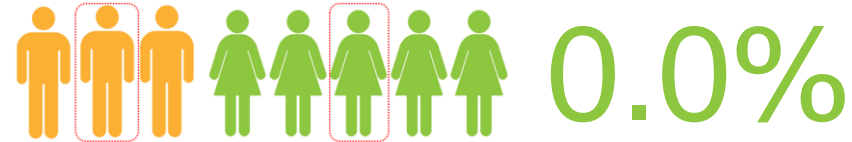


Our *Mean Gender Pay Gap* shows the difference between the mean hourly rate of pay that male and female employees receive. At the snapshot date of 5<sup>th</sup> April 2023, our Mean GPG showed that female workers earned 3.3% less than male colleagues. This is an increase of 1.4% from 1.9% in 2022.

The mean average for each gender is calculated by adding the standard hourly rates of all men and dividing this figure by the number of male employees to create a standard male hourly rate. This exercise is then repeated for female workers. On average, female workers within our organisation have an hourly rate of pay of £12.50 per hour, compared to an average of £12.92 per hour for men (£0.42 difference).



## Our MEDIAN Gender Pay Gap



Our *Median Pay Gap* at the snapshot date was 0.0% (no change to 2021). Our Median Pay Gap takes the middle pay value from a sorted list (lowest-to-highest hourly rate of pay) for each gender. The difference between the mid-point average rate of pay for male and female workers then provides the Median Gender Pay Gap.

When considering our data for 2023, the Median hourly rate of pay for male workers was £11.00, and the same for female workers.

During 2023/24, we were delighted to be able to pass on an additional hourly rate top-up to all our operational colleagues.

Through Board Investment from AFG reserves, we have been able to top-up the National Living Wage rate of £10.42 per hour to £11.00 for all hours worked – a rate above the Real Living Wage in 2023 which sat at £10.90.

In terms of our Median GPG data, this still shows as a level outcome, however this is at a rate above the Real Living Wage which we were exceptionally proud to offer to our staff for the incredibly important work they do.



# Our 2023/24 Gender Pay Gap Results



## The MEAN BONUS Gender Pay Gap



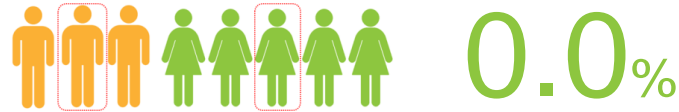
Our *Mean Bonus Gender Pay Gap* shows the difference between the mean bonus pay that male and female employees received over a twelve-month period leading to 5<sup>th</sup> April 2023.

The mean bonus pay average for each gender is calculated by adding all bonuses received and dividing this by the number of people of that gender that received a bonus.

In the twelve months leading to 5<sup>th</sup> April 2023, 165 female, and 55 male colleagues received a bonus (In the form of a PRP Bonus Payment, Long Service Award, Credit Where Credits Due (CWCD) Vouchers or COVID Bonus Payment).

Our Mean Bonus Pay gap is favourable for female colleagues largely due to our Registered Manager pay framework where 80% of our Treatment & Recovery Centre Registered Managers are female.

## Our MEDIAN BONUS Gender Pay Gap

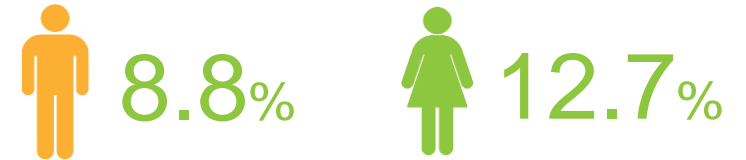


The MEDIAN Gender Bonus Gap takes the middle pay value from a sorted list of bonus payments received by each gender during the twelve-month period leading to the 5<sup>th</sup> April 2023 (lowest-to-highest). The difference between the mid-point average rate of pay for male and female workers then provides the Median Bonus Gender Pay Gap.

Our result for this twelve-month period is 0.0% as the mid-point values for both Genders was £30.00.

Our most issued bonus type is our *Credit Where Credits Due* vouchers which are peer recommended acts of recognition for going above and beyond in your role. In the twelve-month period leading to 5<sup>th</sup> April 2023, a total of 178 CWCD vouchers had been issued to staff for their amazing achievements.

## Proportion of Men/Women Receiving a Bonus



This measure considers the percentage of male and female colleagues that received a bonus in the twelve months leading to 5<sup>th</sup> April 2023 as a percentage of the total 'Relevant Employees' for that gender.

At the snapshot date, the number of 'Relevant Employees' we had for this calculation was 1,932.

During this period, 55 male colleagues received a bonus out of 628 relevant male workers (8.8%);

During this same period, 165 female colleagues received a bonus out of 1,304 relevant female workers (12.7%)

The higher value bonus payments relate to RM Bonus Pay and Long Service Awards. During this reporting period, female workers typically reached longer service milestones in year.

Typically, AFG do not pay bonuses to our employees with the exception of our RM Pay Framework, however we do recognise the commitment and loyalty of our people through 'Long-Service Awards' and 'Credit Where Credits Due' Vouchers. Long Service Awards are paid at £350 for 10 years' service and £500 for 25 years. CWCD Vouchers are paid in denominations of between £10 - £50 as appropriate to the act being rewarded.

# Our 2023/24 Gender Pay Gap Results



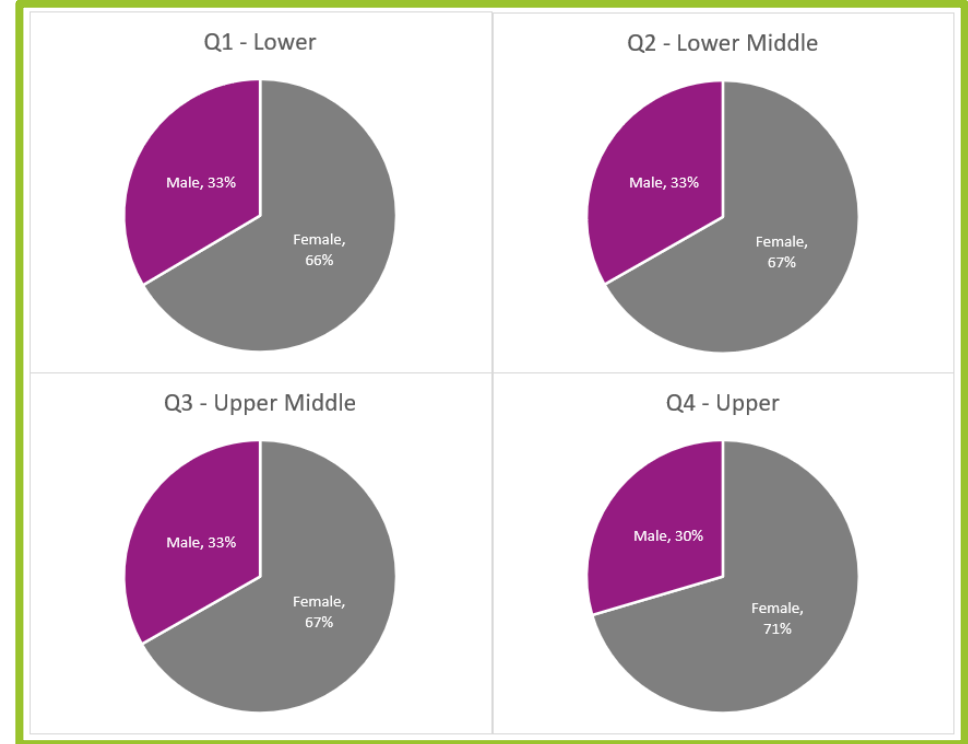
## What do our quartile bands tell us?

This measure shows the proportion of male and female full-pay relevant employees in four quartile pay bands which is completed by dividing the workforce into four equal parts. All relevant full-pay workers at the snapshot date are sorted by hourly rate (lowest to highest). This measure is particularly useful to demonstrate if there are any specific pay gaps in more senior roles within the organisation.

Provided below is a summary table of the proportion of male and female workers within AFG at the snapshot date of 5<sup>th</sup> April 2023.

Quartile	Female		Male		Total Headcount
Q1 - Lower	66.4%	240	33.5%	121	361
Q2 - Lower Middle	66.7%	241	33.2%	120	361
Q3 - Upper Middle	66.7%	241	33.2%	120	361
Q4 - Upper	70.6%	255	29.6%	107	362
<b>Total</b>	<b>67.6%</b>	<b>977</b>	<b>32.4%</b>	<b>468</b>	<b>1445</b>

*Note - Data includes % value and headcount values for 'full pay relevant' employees*



At the Snapshot date in April 2023, AFG had 1,445 full-pay relevant employees (1,932 relevant). 1,613 (83.4% ) of our workforce were Support Workers who received National Minimum Wage of £10.42 per hour at that time (topped-up to £11.00 per hour for worked hours – a rate above the RLW).

Female representation within AFG in April 2023 was 67.6%.

Quartiles 1 to 3 have consistently reported at a comparable level to our organisational gender split in all reporting years – This has always been attributable to the fact that over three quarters of our workforce are on either National Living Wage or a comparable rate if AFG is able to apply a top-up to this basic rate of pay. At the snapshot date for 2023, 70.6% of the upper quartile were female / 29.6% male, this is a positive position showing better than average representation of female colleagues in our corporate, operational management and leadership roles.

# How will we use our Gender Pay Data?



As highlighted at the start of this report - our fight to achieve better pay for our staff and the Health & Social Care sector as a whole has to continue. There are **far too many frontline operational staff living in poverty** as the impact of the cost-of-living crisis continues.

Within AFG, we recognise the significant effect that low-pay has on our workforce, our people, and their families.

There are still far too many amazing health & social care workers having no option but to leave the jobs they love out of a need to seek higher pay in other sectors. **This has got to stop, and this is why we have continued to invest in staff pay again this year.**

In April 2023, we proudly launched a new Strategy and Annual Business Plan for AFG, with one of our strategic ambitions to be seen by our people as a **Great Place to Work**.

For us, being seen as a great place to work has many dimensions, with employee experience, inclusive cultures, and pay and benefits being just some of the factors that contribute to this.

Over the last year we have invested in staff pay to pay a rate above the Real Living Wage to all our amazing people, we have invested in training and development, we are on an incredibly exciting journey to **create a vibrant, diverse and inclusive culture** to name just a few areas of work.

As we look forward to 2024/25 our People & OD Strategy will take the lead on some hugely exciting pieces of work. We are about to launch a new *Equality, Diversity & Inclusion Strategy* which help create equity for all; we continue to focus on developing careers in Health & Social Care, with key deliverables of our strategy being Career Pathways, Skills Development and Succession Planning.

This will provide us with further opportunities to improve our GPG, as we spot and develop our future leaders within our own workforce.



# GENDER PAY GAP

Closing it together

**Thank You**

