

Gender Pay Gap Report 2024-2025 5th April 2024 (Snapshot)

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Reported to AFG Board of Trustees – March 2025

Alternative Future Groups Gender Pay Report for 2024/25



According to the report published by the Office for National Statistics (ONS) in October 2024, the National mean Gender Pay Gap has reduced to 13.1% in April 2024, from 14.3% in April 2023 with male employees earning more than female workers.

This is a significant reduction of 1.2% from the 2023 position which continues to show the reducing gap trend of the last decade.

The ONS report for the 'Caring leisure and other service occupations' 2024 mean pay gap (which is the group that AFG would mostly align with) is 2.3% for 2024; this is a reduction from 2.5% in 2023.

Within this report, I will share the Gender Pay data for AFG which shows a mean gender pay gap of 3.1%, this is a reduction from 3.3% in 2023, and a significantly favourable position compared to the national average.

As a health and social care employer, over 82% 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, and local and central government are still failing to pay an appropriate rate of pay to recognise the incredible and important work they do.

For another year, AFG has 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 to £12.00 for all worked hours – this rate equals the Real Living Wage for 2024.

Our continued fight for better pay for all Health & Social Care workers continues as we enter 2025/26, and we will continue to raise the issue with our commissioning bodies at both 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 1st of 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 5th 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 MEAN BONUS GPG

Considers the Mean difference between the bonus pay received for men and women over a twelve-month reference period leading to 5th April 2024

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 twelve months against the total relevant employees for that gender

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 MEDIAN BONUS GPG

Considers the difference between the Median (midpoint) bonus pay for each gender over a twelve-month reference period leading to 5th April 2024

The Proportion of Men / Women in Pay Quartiles

This measure 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

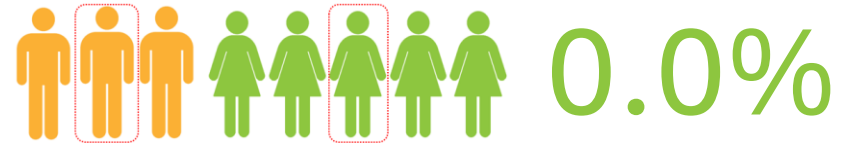


Our *Mean Gender Pay Gap* shows the difference between the mean hourly rate of pay that male and female employees receive. At the snapshot date of 5th April 2024, our Mean GPG showed that female workers earned 3.1% less than male colleagues. This is a decrease of 0.2% from 3.3% in 2023.

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 £13.70 per hour, compared to an average of £14.14 per hour for men (£0.44 difference).



Our MEDIAN Gender Pay Gap



Our *Median Pay Gap* at the snapshot date was 0.0% (no change to 2023). 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 2024, the Median hourly rate of pay for male workers was £12.00, and the same for female workers.

During 2023/2024, 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 £11.44 per hour to £12.00 for all hours worked – a rate in line with the Real Living Wage in 2024 which sat at £12.00.

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

Our 2024/25 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 twelve months leading to 5th April 2024.

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 5th April 2024, 129 female, and 52 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 to male colleagues.

Our **MEDIAN BONUS** Gender Pay Gap

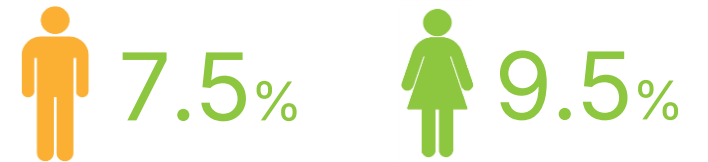


The **MEDIAN** Gender Bonus Gap takes the middle pay value from a sorted list of bonus payments received by each gender during the twelve months leading to the 5th of April 2024 (lowest-to-highest). The difference between the mid-point average rate of pay for male and female workers then provides the Median Bonus Gender Pay Gap.

Our result for these twelve months is 0.0% as the mid-point value for both Genders was £10.00.

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 months leading to 5th April 2024, a total of 130 CWCD vouchers were 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 5th April 2024 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 2059.

During this period, 52 male colleagues received a bonus out of 695 relevant male workers (7.5%);

During this same period, 129 female colleagues received a bonus out of 1,364 relevant female workers (9.5%)

The higher value bonus payments relate to RM Bonus Pay and Long Service Awards. Our Long Service Awards have been relaunched recently During this reporting period, more female workers reached long service milestones during the year.

Typically, AFG do not pay bonuses to our employees apart from 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 of 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

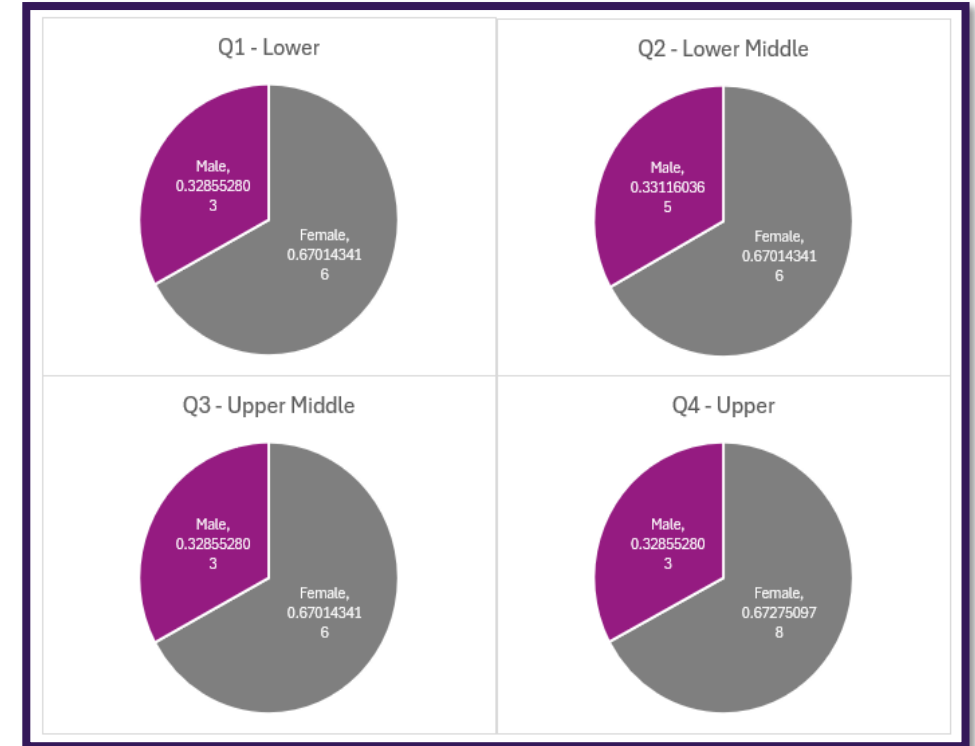
What do our quartile bands tell us?

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 5th April 2024.

Quartile	Female		Male		Total Headcount
Q1 - Lower	67.0%	257	32.9%	126	383
Q2 - Lower Middle	67.0%	257	33.1%	127	384
Q3 - Upper Middle	67.0%	257	32.9%	126	383
Q4 - Upper	67.3%	258	32.9%	126	384
Total	67.1%	1029	32.9%	505	1534

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



At the Snapshot date in April 2024, AFG had 1,534 full-pay relevant employees (2059 relevant). 1,706 (82.78%) of our workforce were Support Workers who received a National Minimum Wage of £11.44 per hour at that time (topped up to £12.00 per hour for worked hours – a rate that equals the RLW).

Female representation within AFG in April 2024 was 67.1%.

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 can apply a top-up to this basic rate of pay. At the snapshot date for 2024, 67.3% of the upper quartile were female / 32.9% 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 Gap Data?

As highlighted at the start of this report - our fight to achieve better pay for our staff and the Health & Social Care sector must 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. We have many **financial initiatives** that are helping colleagues financially.

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 2024, we relaunched the 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**. In October 2024 we were delighted to officially be certified and recognised as a **Great Place to Work**.

For us, being 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, and we are on an incredibly exciting journey to **create a vibrant, diverse and inclusive culture** to name just a few areas of work. We launched the new **Equality, Diversity & Inclusion Strategy** in 2024 which helps create equity for all in AFG.

As we look forward to 2025/26 our People & OD Strategy will take the lead on some hugely exciting pieces of work; we will 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 workforce.



GENDER PAY GAP

Closing it together



Thank You