



Abbeyfield's Gender Pay Gap Report 2023





Introduction

We are a charity that provides care and housing for older people. At the heart of Abbeyfield are our customers. In order to deliver a great customer experience we rely on our people whose passion shines through in the high quality services they deliver to our residents every day. We understand the importance of attracting, recruiting and retaining the talented people we need to be the best we can be.

We are proud of our people and we attract talent from all walks of life to reflect the communities we serve. Everyone is welcome in our inclusive homes and workplaces, regardless of background, identity or circumstances. We believe that people thrive when their uniqueness as an individual is celebrated and they feel valued, accepted and supported to succeed for the person they are. We trust that when colleagues are able to be themselves at work, they will feel a greater sense of belonging and will be more likely to stay and perform at their best.

We work hard to remove barriers to diversity and inclusion and tackle the underlying causes at individual and organisational level. We adopt inclusive policies and practices and aim to embed a culture which values different perspectives and beliefs.

By embracing equity, all of our people will have the opportunity to be recognised and rewarded and to develop their careers with us. We believe everyone should be given the chance to achieve their potential, regardless of gender.

The insights gained from our gender pay gap reporting help us to focus our efforts on the areas that we can do better.

Our mean pay gap has reduced to 19% in 2023 (24% in 2022), and our median pay gap has also reduced to 2% (7% in 2022). We know we've made good progress although we are by no means complacent and recognise we still have work to do. This report is one of the tools we are using to help us to continually improve.

Paul Tennant
Chief Executive Officer

What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women, from April of a given year to March of the next year, expressed relative to men's earnings.

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.

The gender pay gap is different to equal pay; this is the comparison between a male and a female, or a group of males and females performing the same or similar work as they should receive equal pay.

Large organisations such as Abbeyfield must publish their gender pay gap information every year.

It is important to note that this data is based purely on The Abbeyfield Society employee data. Abbeyfield is a membership organisation, with The Abbeyfield Society being its largest society.

This report looks at the pay data for 1,205 Abbeyfield Society employees; 1,002 female and 203 male.

How we measure the gap

All organisations calculate the gender pay gap in the same way. The data provided in this report relates to a snapshot of Abbeyfield on 5th April 2023 and the 12 months prior to that for the bonus gap.

The mean gender pay gap in hourly pay – this is the difference in the average hourly pay between all men and women employed by Abbeyfield.

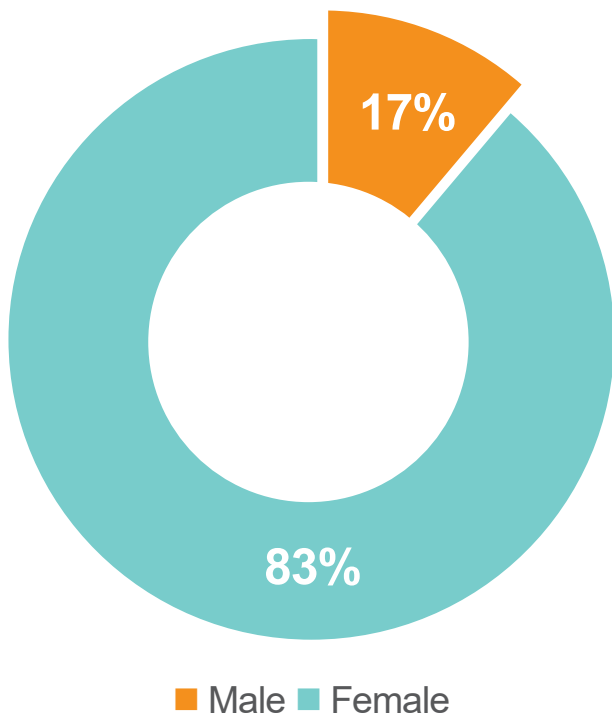
The mean bonus pay gap – this is the difference in average bonus payments by gender, it looks at how many people at Abbeyfield received a bonus and how much they were paid.

The median gender pay gap in hourly pay and bonuses – if all Abbeyfield employees were to form two lines; a female line and a male line in order of pay from lowest to highest; the median gender pay gap is the difference between the pay of the female in the middle of their line with the male in the middle of their line. By looking at the employees in the middle of the pay range, it reduces the impact of the highest and lowest paid employees.

Our 2023 findings

Male/female split

The proportion of men and women employed by Abbeyfield are shown here. In April 2023 we employed 1,205 Abbeyfield employees relevant for inclusion in the gender pay gap reporting; 1,002 female (83%) and 203 male (17%).

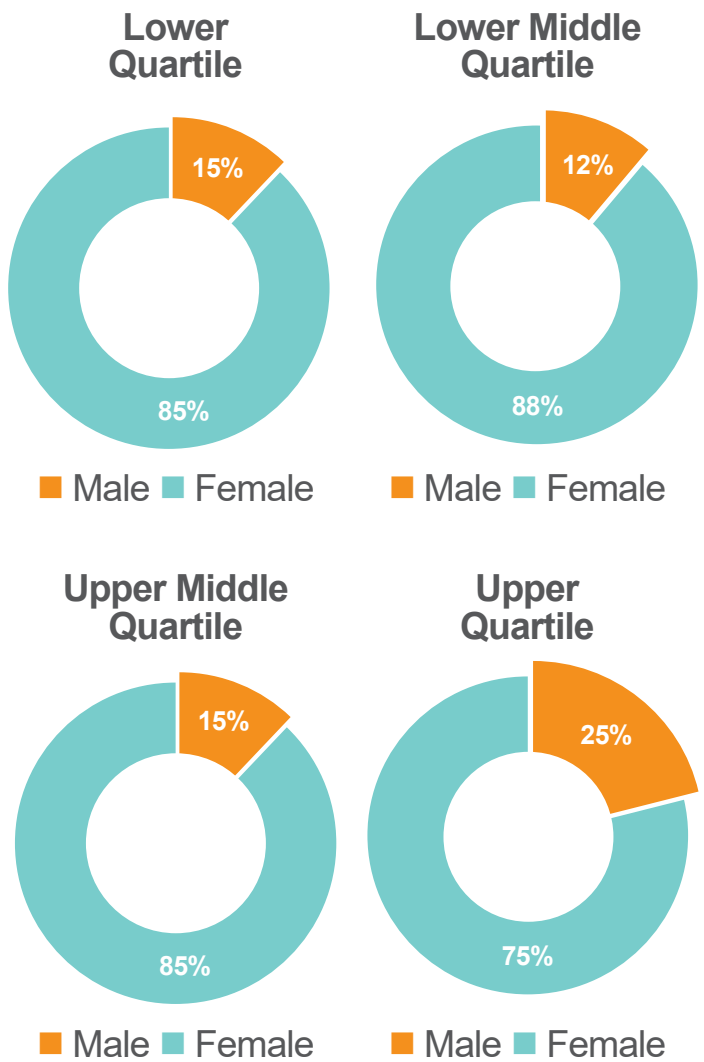


Proportion of men and women in four different levels of pay band

The charts below show the gender make up of the Abbeyfield workforce in the four salary 'quartiles':

- Upper quartile
- Upper middle quartile
- Lower middle quartile
- Lower quartile

Quartiles are calculated by ordering the hourly rates of pay for each employee across Abbeyfield from lowest to highest and then splitting that list into four equal-sized groups or quartiles. Then calculating the percentage of males and females in each group.



Bonus pay

At Abbeyfield we don't pay bonuses as a matter of course, however, we did pay bonuses as a retention payment to help retain redundant staff in closing schemes until residents were supported to move on. We also offer bonuses payments for successful staff referrals to aide our recruitment. In the 12-month period ending 5 April 2023 we paid bonuses to 77 employees; 68 female and 9 male employees received a bonus. Overall, 4% of male and 7% of female employees were paid a bonus.

Abbeyfield mean and median gender pay gap

The table below shows the mean and median hourly pay gaps (based on April 2023 data), as well as our mean and median bonus gaps (based on bonus data during the period 6 April 2022-5 April 2023).

	Mean	Median
Hourly pay	19% (24% in 2022)	2% (7% in 2022)
Bonus	-355% (-77% in 2022)	-3770% (-21% in 2022)

The mean is the average gap between the hourly rate or bonuses paid to males compared to females. The mean hourly pay gap of 19% in 2023 is less than that reported in 2022 and the mean bonus pay gap is -355%. This means that men are on a higher average hourly rate than women, although women received higher average bonuses than men.

The median is the gap between the median pay rate or bonus paid to males compared to females. The median hourly pay gap is 2%, which is lower than 2022 and the median bonus gap is -3770%.

What does the gender pay gap mean?

We aim to be an inclusive employer and disregard gender when we recruit, develop and reward our people.

A gender pay gap does not mean that men and women are paid differently for doing similar work as this would be both immoral and unlawful.

Our gender pay gap is driven mainly by the make-up of our workforce. Most of our employees are female (83%), although the proportions of males and females varies according to the level of role. The structure of our workforce is such that women occupy the vast majority of our frontline roles, delivering services to our customers. These roles make up most of our staff numbers and are lower paid than other areas of Abbeyfield. This is reflective of the profile of our sector where women are heavily represented. There is a greater proportion of males in our central support and executive roles which are higher paid.

What we are doing

We are confident that our pay and bonus gaps are due to the distribution of men and women across the different levels of Abbeyfield and are not because of our pay policies which are fair and consistent.

We have been keen to increase the representation of women in senior roles and the proportion of women in director roles increased from a third in 2018 to over 60% in April 2023.

Our pay is competitive in the market, and we provide opportunities for all staff to progress their pay through pay zones based on skills and experience. We use an external benchmarking tool to enable us to benchmark our pay and align salaries to the marketplace. In 2023 we applied an overall pay uplift of 15% to our frontline roles to recognise their importance and encourage recruitment and retention.

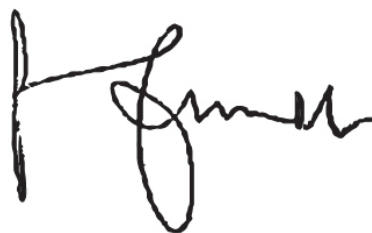
Aside from pay we provide a generous package of benefits, accessible to everyone, from contractual benefits such as pensions, life assurance, holidays and sick pay, alongside a medical cashback scheme and staff discount schemes. We also offer personal support programmes such as an Employee Assistance Programme. We continue to expand our range of benefits with the intention of providing more flexibility and aligning some benefits to length of service to reward staff loyalty. Many of our staff take advantage of flexible working arrangements and we encourage a positive work-life balance.

We offer professional career pathways in health and social care and utilise the apprenticeship levy funds to invest in and upskill our staff via apprenticeships. Aligned to this, we have mapped career pathways to apprenticeships in support of career development routes – we want to show employees how to progress their careers in Abbeyfield and we have some great examples of colleagues who have achieved this.

We are keen to grow our own internal talent and all leaders participate in our Leadership Excellence Programme accredited by The Institute of Leadership and Management (TILM) and endorsed by Skills for Care.

We also require all employees to complete equality and diversity training. We employ a high proportion of female staff over the age of 50 and we are delighted to be recognised as a menopause friendly accredited employer. We provide wide ranging support to colleagues experiencing menopause.

Declaration: *I confirm that Abbeyfield's gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*



Paul Tennant
Chief Executive Officer