



The Abbeyfield Society

*Gender Pay Gap
Report 2017*



The Abbeyfield Society prides itself on making time for older people and providing the highest quality of care to those who live with us.

Our teams of dedicated staff support more than 1800 residents across our 127 care homes and independent living services, including those with extra care.

At Abbeyfield, we are striving to improve pay parity for staff and consistently work hard to ensure that all our staff are rewarded appropriately through fair pay and a number of other benefits.

Key Findings:

Abbeyfield's workforce is made up of around 1700 staff; 86% female and 14% male, which is largely reflective of the nature of social care sector. The higher portion of female staff reflects the care industry, in that the adult social care workforce is made up of 82% women and 18% males (Skill for Care, September 2017).

Abbeyfield's median figure, the difference between the midpoints in the ranges of men's and women's pay, is 10% in comparison to the national median of 18.1%. This highlights that we are moving in the right direction, but still have work to do to encourage pay parity, particularly in the top roles at Abbeyfield.

However, Abbeyfield's mean, the difference between the average of men's and women's pay, is 17%, close to the national figure of 17.3% (Source: Office of National Statistics Q3 2017).

The number of men and women in each quartile of pay distribution at Abbeyfield is highlighted in the table below:

Quartile bands	Male	Female
Upper quartile	22%	78%
Upper Middle quartile	12%	88%
Lower Middle quartile	8%	92%
Lower quartile	13%	87%



Conclusions in response to this report to support and empower our staff:

Abbeyfield is committed to attracting, selecting, developing and retaining a diverse workforce with skills to deliver quality for our people, while ensuring our staff are paid a fair wage and benefits.

We are largely well placed compared with our sector, and have set up an action plan to address the gender pay gap raised in this report.

As part of this Abbeyfield will continue to work to ensure our senior roles are accessible regardless of gender, in keeping with our strategy to recruit and retain the best people.

Abbeyfield's commitment to staff:

Abbeyfield already has a number of initiatives designed to provide the opportunity for our staff to reach their full potential within a diverse and inclusive workforce. These include:

Diversity training and recruitment processes:

We will provide training on diversity and unconscious bias for all line managers. We are exploring if there is a need for positive action, such as reviewing our recruitment process to ensure that it encourages diversity.

Support Networks

We encourage all staff to raise and discuss the positives in the organisation and areas which we need to improve on in a safe and inclusive environment.

Learning and Development Programmes

We continue to promote training and development programmes. The Abbeyfield 'Learning to Lead' programme is a year-long practical learning opportunity, which currently has 18 female and one male participant. We will also be implementing a new Appraisal process, including setting clear personal development plans between line management and staff which would also aid in balancing our pay gap.

Promoting the care/ housing sector

We are growing our work with schools, colleges and universities to encourage work experience and opportunities for students to gain knowledge about the care and housing roles within the organisation. This will help to increase awareness of such roles within our sector and hopefully attract school leavers.

Staff benefits

We will continue to promote our organisation's staff benefits to ensure current staff and all potential candidates are aware of the full range available to them.

Statement

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.

A handwritten signature in blue ink, appearing to read "N. Hopkins", with a long horizontal flourish extending to the right.

Nigel Hopkins
Financial Director

Note: This report is produced in compliance with the Gender Pay Gap Regulations and provides the results of the statutory calculations as of April 2017. The regulations state that all employers with 250 or more employees are required to report their gender pay gap on an annual basis. The gender pay gap is defined as the difference between male and female average earnings in that time period, regardless of their role or seniority in the organisation.

Across the UK, according to the Office for National Statistics, the median gender pay gap is 18%. According to People Management (2018), the health and social care sector revealed the mean gender pay gap, lowest gap for hourly pay; 5.4 %, compared to the financial sector; 27.5%. The health and social care mean gender pay gap implies a more even spread of women in the top jobs as well as at lower levels.