



Gender Pay Report 2019



Introduction

At the Abbeyfield Society, throughout our work, we strive to make time for older people and to provide the highest quality of care to those we support.

Abbeyfield's 127 houses and care homes, providing a range of services to older people across the UK all rely on teams of dedicated staff to support more than 1,800 residents. Although Abbeyfield is an international company, it must be noted that this data is based on The Abbeyfield Society staff (TAS) and not our Member Societies throughout the country. The Abbeyfield family is structured in a way which consists of the properties managed by The Abbeyfield Society, its other UK societies and the International Member Societies. There are over 360 Member Societies which are based in the UK and internationally.

Abbeyfield is committed to paying our employees a fair wage and this is one of the reasons why we are a Real Living Wage employer. This ensures we pay our employees the real living wage which is higher than the Government's suggested hourly rate. The Real Living Wage is an independent organisation who annually calculates the hourly rates based on what people need to get by on.

Key Findings

The mean difference between the pay of male and female employees is 27% (2017 – 17 %) and the median is 10% (2017 – 10%).

The main factor contributing to the above difference is that the majority of our roles are traditionally attractive to females which are reflected in our quartile percentage split.

In addition, 73% of our workforce work part time, with 91% of the total part time staff being female and 9% male. These roles typically attract a lower rate, according to ONS (Employee earnings in the UK: 2018) the average part time hours decreased by 1.2%. Another reason for the gender pay gap may be that women are more likely to work part time to fit with their family commitments.

Mean and Median Pay Gap

Our mean gap is 27% with an hourly rate of £14.48 for male and £10.53 for female staff. The mean gender pay gap is the difference between the average earnings of male and female.

Our median gap is 10%, with an hourly rate of £10.19 for male and £9.15 for female staff. The median gender pay gap is the difference between the midpoints in the ranges of female and male pay.

Bonus Pay

The mean gender pay gap for bonuses as a percentage of male pay is 72%. These bonuses were provided to employees for the delivery of various projects, although the department involved in their delivery is predominately male. This provides a monetary figure at that point in time and was processed through payroll. It can be argued that our employees throughout the organisation receive various benefits throughout the year which may not be included in this report. The total bonus paid was £2,128.

The median gender pay gap for bonuses as a percentage of male pay is 50%.

The percentage of male and female employees who received a bonus are 3% and 0% respectively.

Abbeyfield's continued commitment to employees

As an organisation we understand the importance of reducing the gender pay gap. We aim to encourage a culture to allow all our employees to increase their personal development and aspirations. By valuing each others views, beliefs and backgrounds, working hard to develop and build relationships with our employees we will continue to support their career goals.

Proposed Actions

- Review our rewards strategy, communicating changes with our employees, initially completing a salary benchmarking exercise/ review to compare our salaries with other similar organisations in similar geographic locations. This will take into consideration being a real Living Wage Employer and fairness of pay dependant on the job.
- Continue to promote our benefits via various communication methods, including the promotion of flexible working. This would be beneficial to all employees particularly supporting our female employees to balance work life and also achieve their career aspirations.
- Review and improve our Learning and Development programmes, to encourage participation from our employees, providing them with the necessary skills, behaviours and qualifications to be in the best position to apply for a role of interest.
- Assessing our recruitment process for existing employees and prospective candidates on how they can move up through the organisation; competency based approach to recruitment, promoting a mixture of skills, behaviours and assessments to appoint the most suitable candidate.
- Explore ways of developing and retaining our existing talent e.g. through better quality performance conversations, career pathways.

ONS

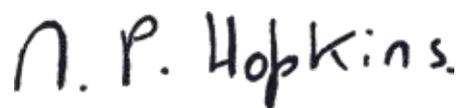
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2018>

The Abbeyfield Society website-

<https://www.abbeyfield.com/about-us/>

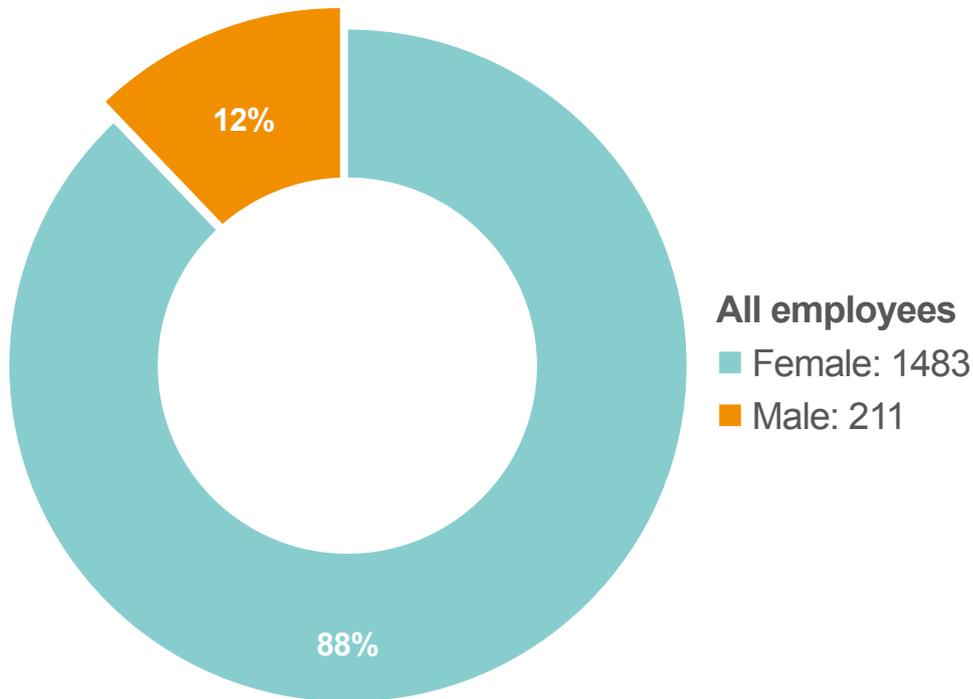
Statement

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.

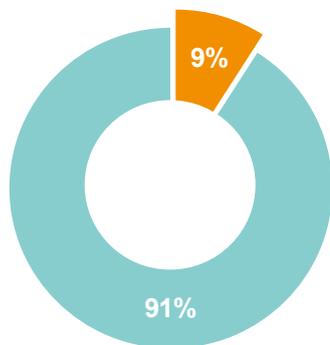


Nigel Hopkins
Financial Director

Abbeyfield's Gender Pay Report

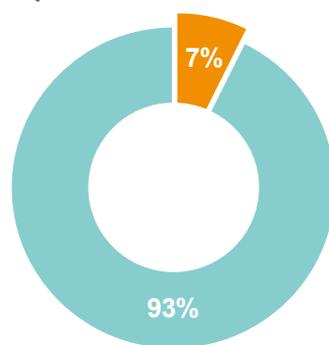


Lower Quartile



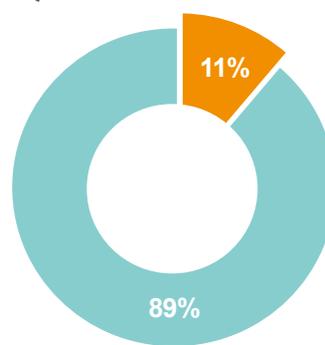
Male: 34
Female: 349

Lower Middle Quartile



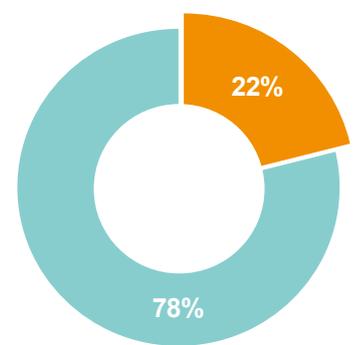
Male: 31
Female: 392

Upper Middle Quartile



Male: 51
Female: 407

Upper Quartile



Male: 95
Female: 335

Quartile Pay Bands

Quartiles	Female	Male	Percentage split
Upper	335	95	78:22
Upper Middle	407	51	89:11
Lower Middle	392	31	93:7
Lower	349	34	91:9