

# Abbeyfield's Gender Pay Gap Report 2019





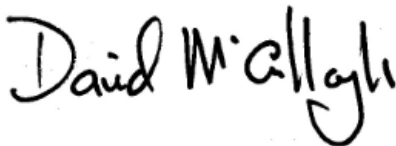
## Introduction

At Abbeyfield our residents come first. It's our fantastic people who deliver high quality services and make time for our residents and we understand the importance of attracting, recruiting and retaining the talented people we need to be the best we can be.

This means recruiting from the widest possible talent pool, celebrating diversity and difference and ensuring that all of our people have an equal opportunity to be recognised and rewarded and to develop their careers with us. We want everyone to 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.

Since our last gender pay gap report for 2018, published in 2019 our average pay gap has reduced so we know we're improving although we still have work to do. This report is one of a number of tools we are using to help us to continually improve.



**David McCullough**  
Chief Executive Officer

## What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women, regardless of what jobs they do.

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

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

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.

Although Abbeyfield is an international company, it is important to note that this data is based on The Abbeyfield Society employee data and not our Member Societies. The Abbeyfield family is structured in a way that resulted in 126 UK properties being directly managed by the Abbeyfield Society in April 2019; we also have over 145 Member Societies who manage more than 360 properties in the UK and internationally.

This report looks at the pay data for 1,582 Abbeyfield employees; 1,380 female and 202 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 2019 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 2019 findings**

**Male/female split**

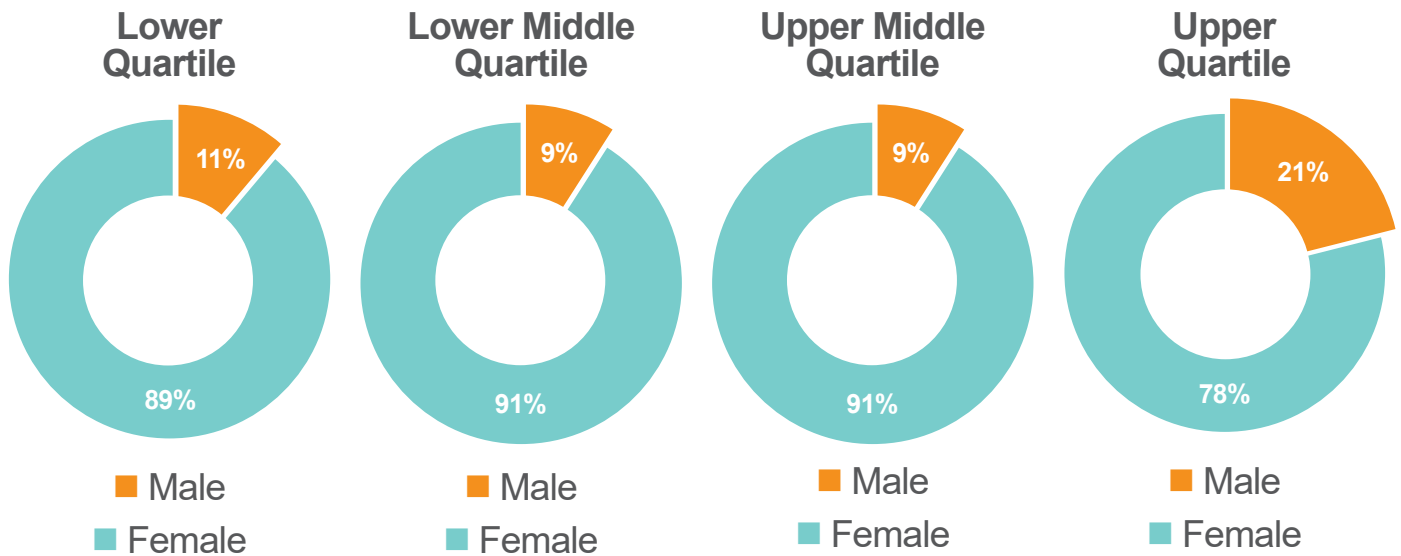
The proportion of men and women employed by Abbeyfield are shown here. In April 2019 we employed 1,582 Abbeyfield employees relevant for inclusion in the gender pay gap reporting; 1,380 female (87%) and 202 male (13%).

**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 occasionally pay a bonus for the successful delivery of key activities. In the 12 month period ending 5 April 2019 we paid a bonus to 12 employees, totaling £6,100. Of those who received a bonus, 5 (42%) were male and 7 (58%) were female. Overall, 0.7% of all employees received a bonus; 0.3% male and 0.4% female.

## Abbeyfield mean and median gender pay gap

The table below shows the mean and median hourly pay gaps (based on April 2019 data), as well as our mean and median bonus gaps (based on bonus data during the period 6 April 2018-5 April 2019).

	Mean	Median
Hourly pay	25% (27% in 2018)	10% (10% in 2018)
Bonus	-14% (72% in 2018)	0% (50% in 2018)

The mean is the average gap between the hourly rate or bonuses paid to males compared to females. This hourly pay gap reduced from 27% in 2018 to 25% in 2019. The bonus gap represents a small number of employees (12) although the gap completely changed direction from 72% in 2018 to -14% in 2019.

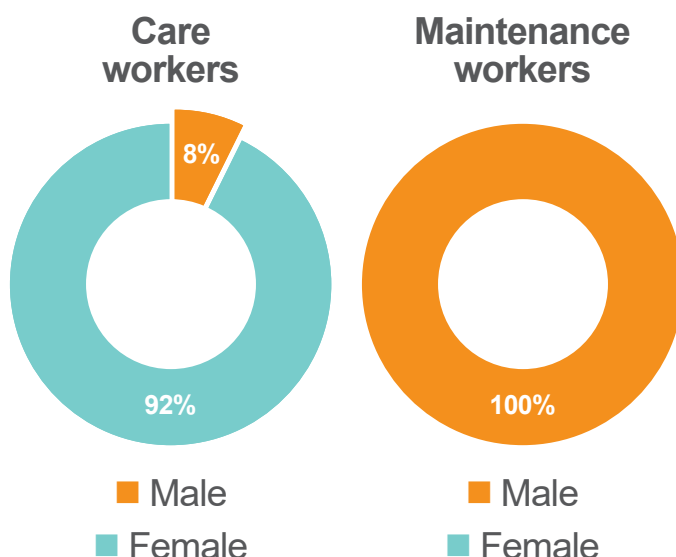
The median is the gap between the median pay rate or bonus paid to males compared to females. The median hourly pay remained the same as 2018 at 10%; the median bonus reduced to 0% from 50% in 2018.

## 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.

**Job levels** - the majority of our employees are female, although the proportions vary according to the level of role, with a higher proportion of males in more senior roles (senior managers and directors).

**Job roles** – there are significant differences in the proportion of males/females carrying out certain roles, for example, 92% of our care workers are female, whereas 8% are male. 100% of our maintenance workers are male.



Almost half (44%) of our people work in care roles and if we were to look specifically at that group, the mean gender pay gap would be -4% mean and 2% median.

**Part-time working** – 72% of our employees work part time and of these part time workers, 90% are female.

## 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 are 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 just under half (46%) in April 2019. Over half of our senior managers are female.

During 2019 we developed a new pay strategy in order to facilitate individual career and pay progression through 'job families' such as care or housing based on skills and experience. Alongside this we purchased an external benchmarking tool to enable us to benchmark our pay and better align salaries to the marketplace. We expect to see the benefits of this realised in the next 2-3 years.

We have also introduced mandatory equality and diversity training for all of our employees.

**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.*



**David McCullough**  
Chief Executive Officer

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