



Gender Pay Gap Report 2023








1. Executive Summary

- 1.1 Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 employers with 250 or more employees are required to annually publish their gender pay gap to report on the pay differential between male and female employees. This report outlines the data for the 2023 return, relating to data on 5 April 2022.
- 1.2 In 2022, there continued to be positive movement to further reduce the mean gender pay gap, which reduced from 12.9% to 10.1% (an improvement of 2.8%). The UK National Average for 2022 is estimated to be 14.9%, being almost 5% higher than Advance’s mean gender pay gap.
- 1.3 For the second year running there is no median pay gap.

2. Calculating the Data

- 2.1 The organisation is legally required to publish gender pay gap information on an annual basis to show how large the pay gap is between male and female colleagues.
- 2.2 The gender pay gap differs from equal pay. The gender pay gap shows the differences in the average pay/earnings between men and women regardless of their position, whereas equal pay requires that men and women who carry out the same jobs, similar jobs or work of equal value are paid equally. Therefore, the existence of a pay gap does not necessary indicate that men are paid more than women for performing the same role.
- 2.3 This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and is based on the snapshot date of 5 April 2022 and bonuses paid in the year to 5 April.
- 2.4 The following table shows the positive progress Advance has made in addressing the pay gap over the last 5 years.

| Reporting Date | Apr 22 | Apr 21 | Apr 20 | Apr 19 | Apr 18 |
|----------------------------------|---|---|---|---|---|
| Advance | 10.1% | 12.9% | 13.6% | 15.7% | 18.5% |
| UK National Average (ONS) | 14.9%* | 15.1% | 14.9% | 17.4% | 17.8% |
| Comparison |  -4.8% |  -2.2% |  -1.3% |  -1.7% |  +0.7% |

* At the time of writing this report this figure is an estimate only

- 2.5 Data is based on employees in paid employment on 5 April 2022 and includes: -
 - those employees on “waking nights”.
 - salaries of employees participating in salary sacrifice scheme(s) (post deduction).
 - employees in receipt of allowances, to include home, car and geographical allowances, and
 - casual workers with more than three months’ service.

- 2.6 Employees on reduced pay due to ill health, maternity, paternity, or any leave have been excluded. In addition, sleep-ins payments have also been excluded.
- 2.7 The only bonuses that were paid to employees were long service awards, employee referral bonuses, a Winter Loyalty Bonus, which was determined and funded by Local Authorities for specific schemes and a small number of bonuses recognising additional responsibilities undertaken to the normal job role.

3 Gender Pay Gap 2022 (2021 data in red)

- 3.1 The mean gender pay gap reduced from 12.9% to 10.1% (an improvement of 2.8%). The UK National Average for 2022 is estimated to be 14.9%, being almost 5% higher than our mean gender pay gap.

| Total Relevant Employees | |
|--------------------------|---------------|
| Average | Gap (%) |
| Mean | 10.1% (12.9%) |
| Median | 0% (0%) |

- 3.2 The Advance workforce is comprised as below:

| Total Employees (as of 5 April 2022) | | |
|--------------------------------------|-----------|-----------|
| Males | 181 (186) | 27% (28%) |
| Females | 499 (483) | 73% (72%) |
| Total | 680 (669) | |

- 3.3 The number of part-time employees is shown below and equates to 50.9% of the workforce. This compares favorably with the adult social care workforce which reports that 49% work part-time. (source: Skills for Care – The State of the adult social care sector and workforce in England, 2022)

| Part-Time Employees including Casuals (as at 5 April 2022) | | |
|--|-----------|-----------|
| Males | 72 (76) | 21% (22%) |
| Females | 274 (269) | 79% (78%) |
| Total | 346 (345) | |

- 3.4 The Support Directorate consists of a higher proportion of female employees in comparison to male employees, which is typical of the care sector and is shown below. However, when comparing Advance’s data to the wider adult social care sector, which reports a gender breakdown of around 18% male workers / 82% female workers, the split of 25% male versus 75% female employees is bucking the trend (source: Skills for Care – The State of the adult social care sector and workforce in England, 2022).

| Employees working within Support Directorate (as of 5 April 2022) | | |
|---|-----------|-----------|
| Males | 146 (147) | 25% (26%) |
| Females | 434 (423) | 75% (74%) |
| Total | 580 (570) | |

- 3.5 When looking at the top 50 highest earners in Advance, there is an hourly pay difference with males continuing to earn a higher hourly rate. The hourly rate is £2.67 an hour more than females, compared to a difference of £1.63 which was reported in the previous year. This increase has been driven by an increase in the number of

females in roles that fall into the lower to middle quartile of the Top 50 Highest Earners.

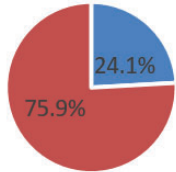
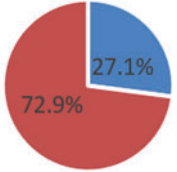
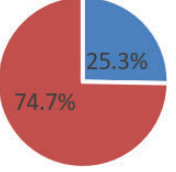
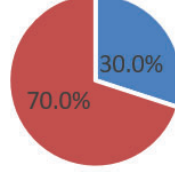
| Top 50 Highest Earners in Advance (as of 5 April 2022) | | |
|--|---------------------|--------------------|
| | Staff Numbers | Hourly rate of pay |
| Males | 22 (44%) (26 / 52%) | £30.99 (£29.13) |
| Females | 28 (56%) (24 / 48%) | £28.32 (£27.50) |

- 3.6 For 2022, the bonus pay differential between males and females was 13.3% (2% in 2021) with male employees on average received £31.62 higher in bonuses (£3.99 in 2021). This difference is attributed to a higher number of females being eligible to receive a small payment(s) under the category of the Winter Loyalty Bonus and long-service awards. This is aligned with the make-up of the workforce, which has a larger percentage of female employees.

| Bonus Pay Gap | | |
|---------------|----------------------------|-------------------|
| | Staff who received a bonus | Average bonus |
| Males | 83 (173) | £238.09 (£203.72) |
| Females | 266 (468) | £206.47 (£207.71) |

4 Understanding the Gap

- 4.1 To understand the pay gap, the pay quartiles are set by the Government Equalities Office. This enables Advance to determine whether female employees are over presented in lower paid roles and men in higher paid roles. This is determined by calculating male and female full pay across Advance, ranking full pay relevant employees from highest to lowest paid and dividing equally into the four quartiles, as below.

| Quartiles | | | | |
|----------------------|---|---|--|---|
| | Lower | Lower Middle | Upper Middle | Upper |
| | (170 employees) £6.53 to £10.23 (£8.36 to £9.80) | (170 employees) £10.23 to £10.59 (£9.80 to £10.38) | (170 employees) £10.59 to £13.20 (£10.38 to £12.04) | (170 employees) £13.25 to £80.84 (£12.04 to £78.48) |
| % Employees M / F |  (Male 26%, Female 74%) |  (Male 27%, Female 73%) |  (Male 24%, Female 76%) |  (Male 34%, Female 66%) |

- 4.2 The data shown in red relates to the 2021 return.
- 4.3 There has been a 1.9% increase in the number of female employees in the Lower quartile and a 0.1% increase in the Lower Middle quartile. The Upper Middle quartile has decreased by 1.3% since 2021 and the Upper quartile has increased by 4%.
- 4.4 In three of the quartiles the proportion to male and female employees is broadly similar and in the upper quartile is the largest shift, with representation of female

employees increasing by 4% Based on these changes, the overall pay gap has still decreased with the hourly rates for females in the higher quartiles having both balanced out the small fluctuation in the lower quartile and presented an improving pay gap.

- 4.5 Whilst mean averages are useful to give a good overall indication of the gender pay gap, very large or small pay rates can dominate and distort the result. Through detailed analysis, Advance is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work but is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- 4.6 Advance continues to reinforce its commitment to equality and diversity across the organisation and this is reflected at Executive and Board level.

5 Positive Action/Opportunities to address the gender pay gap

- 5.1 To help close our gender pay gap and a key focus for Advance's people strategy and associated operating plans for 2023/4 will be to attract, recruit and retain the best people who exemplify our PRIDE values and feel proud to work in a culture that provides opportunity for everyone to be their best.
- 5.2 Advance's vision and values will continue to reinforce the equality and opportunity for all employees, irrespective of gender and ensuring that every person is considered in terms of the value they can or could bring to the organisation.
- 5.2 Positive action includes: -
- An ongoing commitment to review recruitment processes with a focus on attracting and recruiting underrepresented talent within job families, development and promotion of internal talent and promoting an inclusive culture and work environment. This includes engaging with local schools, colleges and universities to raise people's awareness of career opportunities within the sector, dispelling misconceptions and stereotypes and continuing to provide family-friendly initiatives, e.g. working patterns and hours, hybrid working, paid dependents' leave, generous maternity, paternity, and adoptive leave entitlements.
 - Provision of comprehensive learning opportunities to include leadership and management development training which are available for all employees and support career development and progression opportunities, enable the workforce to gain accredited qualifications and raise standards in the sector.
 - Working with the Equality, Diversity and Inclusion (EDI) Group to develop and delivering Advance's first EDI strategy, which will incorporate key objectives and will continue to champion new approaches and initiatives to demonstrate our commitment to reducing our gender pay gap.
 - Review external accreditations and in doing so identify partnerships that align closely with the corporate and people strategy and EDI objectives.



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