



# Gender Pay Gap Report 2024








## 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 Advance’s 2024 return, relating to data based on 5 April 2023.**
- 1.2 In 2023, there continued to be positive movement to further reduce the mean gender pay gap, which reduced from 10.1% to 8.3%, an improvement of 1.8%. The UK National Average for 2023 is estimated to be 14.3%, being 6% higher than Advance’s mean gender pay gap.
- 1.3 There is a small median pay gap of -0.9%, which equates to 10p per hour.
- 1.4 There is a mean bonus pay gap of 7.5% and no median bonus pay gap.
- 1.5 Advance continues to reinforce its commitment to equality and diversity across the organisation and is confident that through systems and detailed analysis, the gender pay gap does not stem from paying men and women differently for the same or equivalent work but is driven by the structure of our workforce and the concentration of males in more senior positions.
- 1.6 A programme of positive action linked closely to the Equality, Diversity and Inclusion Strategy is being actioned.

## 2. Calculating the Data

- 2.1 The organisation is legally required to publish gender pay gap information on an annual basis to show the pay gap 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 2023 and bonuses paid in the year to 5 April.
- 2.4 The following table shows the ongoing progress Advance has made in addressing the pay gap over the last 5 years.

Reporting Date	Apr 23	Apr 22	Apr 21	Apr 20	Apr 19
<b>Advance</b>	8.3%	10.1%	12.9%	13.6%	15.7%
<b>UK National Average (ONS)</b>	14.3%*	14.4%	15.1%	14.9%	17.4%
<b>Comparison</b>	 -6%	 -4.8%	 -2.2%	 -1.3%	 -1.7%

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

- 2.5 Data is based on employees/workers in paid employment on 5 April 2023 and includes: -
- those employees/workers on “waking nights”.
  - salaries of employees participating in salary sacrifice scheme(s) (post deduction).
  - employees in receipt of allowances, to include 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-in payments have also been excluded.
- 2.7 The only bonuses that were paid to employees were long service awards, employee referral bonuses, a Support Worker retention bonus and a small number of bonuses recognising additional responsibilities undertaken to the normal job role.

### 3 Gender Pay Gap (previous years data in red)

- 3.1 The number of relevant employees/workers (for the purpose of the calculations) are:

Total Relevant Employees/Workers		
<b>Males</b>	172 (181)	27% (27%)
<b>Females</b>	472 (499)	73% (73%)
<b>Total</b>	<b>644 (680)</b>	

- 3.2 The mean gender pay gap reduced from 10.1% to 8.3%. The UK National Average for 2023 is currently estimated to be 14.3%, being 6% higher than Advance’s mean gender pay gap. There is a small median pay gap of -0.9%; this equates to a 10p per hour difference.

	Gender Pay Gap (%)
<b>Mean</b>	8.3% (10.1%)
<b>Median</b>	-0.9% (0%)

- 3.3 The number of relevant part-time employees/casual workers is shown below and equates to 45% of relevant workforce.

	Part-time E’ees	Casual Workers	Total	Percentage
<b>Males</b>	35 (23)	31 (40)	66 (72)	25% (21%)
<b>Females</b>	167 (170)	56 (83)	223 (274)	75% (79%)
<b>Total</b>	<b>202 (193)</b>	<b>87 (123)</b>	<b>289 (346)</b>	

- 3.4 The Support Directorate consists of a higher proportion of female employees/workers in comparison to their male counterparts, which is typical of the adult social care sector and is shown below. This is comparable to the gender breakdown for Support and Outreach Workers which is reported to be around 26% male workers / 74% female workers (source: Skills for Care – The state of the adult social care sector and workforce in England, 2023).

<b>Employees/workers within Support Directorate</b>		
<b>Males</b>	138 (146)	25% (25%)
<b>Females</b>	405 (434)	75% (75%)
<b>Total</b>	<b>543 (580)</b>	

- 3.5 When looking at the top 50 highest earners in Advance, there is an average/mean hourly pay difference with males continuing to earn a higher hourly rate. The hourly rate is £3.31 an hour more than females, compared to a difference of £2.67 which was reported in the previous year. This is due to the larger number of females in this group combined with them falling into the lower end of the upper quartile.

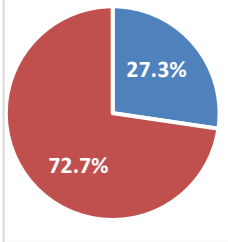
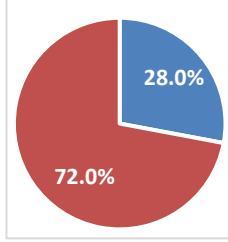
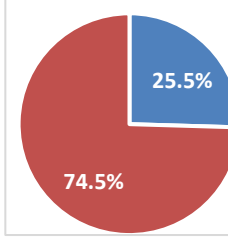
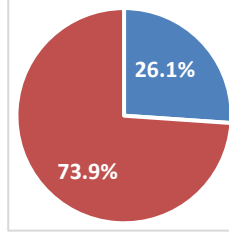
<b>Top 50 Highest Earners in Advance (as of 5 April 2023)</b>		
	<b>Employee Numbers</b>	<b>Average/Mean Hourly rate of pay</b>
<b>Males</b>	21 (42%) (22 (44%))	£34.09 (£30.99)
<b>Females</b>	29 (58%) (28 (56%))	£30.78 (£28.32)

- 3.6 For 2023, the mean bonus pay differential between males and females was 7.5% with male employees receiving on average a £14.57 higher bonus (£31.62 in 2022). There was no median difference. This mean bonus pay difference is attributed to a higher number of females being part-time employees (the retention bonus is paid pro-rata for part-time employees) and a higher number of females being eligible to receive a small payment under the category of the long-service awards. This is aligned with the make-up of the workforce, which has a larger percentage of female employees.

<b>Bonus Pay Gap</b>		
<b>Mean</b>	7.5% (13.3%)	
<b>Median</b>	0% (20.8%)	
<b>No. of Employee who received a bonus</b>	<b>Mean (Average) bonus</b>	
<b>Males</b>	103 (83)	£193.80 (£238.09)
<b>Females</b>	303 (266)	£179.23 (£206.47)

#### 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 follows.

<b>Quartiles</b> (the data shown in red relates to the 2023 return)				
	<b>Lower</b> (161 employees) £9.70 to £11.05 <b>(£6.53 to £10.23)</b>	<b>Lower Middle</b> (161 employees) £11.06 to £11.41 <b>(£10.23 to £10.59)</b>	<b>Upper Middle</b> (161 employees) £11.46 to £13.66 <b>(£10.59 to £13.20)</b>	<b>Upper</b> (161 employees) £13.97 to £84.85 <b>(£13.25 to £80.84)</b>
<b>% Employees M / F</b>	 <p><b>(Male 24.1%, Female 75.9%)</b></p>	 <p><b>(Male 27.1%, Female 72.9%)</b></p>	 <p><b>(Male 25.3%, Female 74.7%)</b></p>	 <p><b>(Male 30%, Female 70%)</b></p>

- 4.2 There has been a 3% increase in the number of male employees in the Lower quartile and a 0.9% increase within the Lower Middle quartile. The Upper Middle quartile has remained relatively unchanged.
- 4.3 The Upper quartile has seen the largest movement with a notable 3.9% increase in female employees. Whilst the changes within the quartiles have contributed to an improving pay gap position, further analysis shows that although there has been an increase in females in the Upper quartile, 76% are earning under £20 per hour compared to 40% of male employees.
- 4.4 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. Advance uses a job evaluation system which uses non-gender methodology and additionally, 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.
- 4.5 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 the gender pay gap and a key focus for the People Strategy and associated operating plans for 2024/5 remains the requirement to attract, recruit and retain the best people who exemplify Advance's 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.

5.3 With direct links to Advance's Equality, Diversity and Inclusion (EDI) Strategy and emerging People Strategy, a range of positive actions will be taken during 2024/5 to champion new approaches and initiatives to demonstrate our commitment to reducing our gender pay gap.

These include: -

- An ongoing commitment to further enhance attraction and recruitment processes with a focus on attracting and recruiting under-represented talent within job families, development and promotion of internal talent and promoting an inclusive culture and work environment. This includes engaging with local schools and colleges 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.
- As part of wider review of reward & benefits, explore the roles which are associated with the higher percentage of females in the Upper quartile's lower pay range pay and establish if there are more opportunities to attract and promote diversity.
- Continue to develop comprehensive learning opportunities to include leadership and management development training which are available for all employees and support career and progression opportunities and enable the workforce to gain accredited qualifications.
- Explore how we can further use gender pay data to inform the EDI Strategy.



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