

Advance Gender Pay Gap Report

2024-25








1. Executive Summary

- 1.1 In accordance with 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 2025 return, relating to data based on 5 April 2024.**
- 1.2 Our gender pay gap data is:
- Mean (average) gender pay gap is 2.73%
 - Median gender pay gap is -0.7%
 - Mean (average) gender pay gap for bonus pay is -92.34%
 - Median gender pay gap for bonus pay is 32%
- 1.3 Our gender pay gap figures are calculated based on hourly pay and bonus pay for all relevant employees.
- 1.4 Advance continues to reinforce its commitment to equality, diversity and inclusion 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.
- 1.5 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 2024 and bonuses paid in the year to 5 April 2024.
- 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 24	Apr 23	Apr 22	Apr 21	Apr 20
Advance	2.73%	8.3%	10.1%	12.9%	13.6%
UK National Average (ONS)	13.1*	14.2%	14.4%	15.1%	14.9%
Comparison	 -10.4%	 -5.9%	 -4.8%	 -2.2%	 -1.3%

* 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 2024 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. Our Workforce (previous year’s data in red)

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

Total Relevant Employees/Workers		
Males	211	29% (27%)
Females	513	71% (73%)
Total	724	

- 3.2 Advance’s workforce has a higher proportion of female staff than males. This is typical of the adult social care sector reported as 21% male and 79% female in the UK (source: Skills for Care Workforce Data).
- 3.3 85% of the total workforce operates within our Support services and therefore the gender split is predominantly driven by Directorate.
- 3.4 The number of relevant part-time employees/casual workers is shown below and equates to 48% of relevant workforce.

	Part-time E’ees	Casual Workers	Total	Percentage
Males	54	35	89	29% (25%)
Females	177	78	255	71% (75%)
Total	231	113	344	

4. Our Gender Pay Gap

- 3.5 The mean gender pay gap reduced from 8.3% in 2023 to 2.73% in 2024. The UK National Average for 2024 is currently estimated to be 13.1%, being 10.4% higher than Advance’s mean gender pay gap. There is a small median pay gap of -0.7%; this equates to 9p per hour more for females.
- 3.6 A positive percentage indicates that on average male employees earn more than female employees. A negative percentage indicates that female employees earn more. Our median pay gap of -0.7% reflects that female employees earn slightly more at the midpoint of the earnings distribution. Whereas the mean pay gap of 2.73% suggests a slight overall difference in average earnings between genders.

3.7 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 £1.57 an hour more than females. This is a reduction of 53% since 2023 where the male average was £3.31 higher. This is due to the larger number of females in this group combined with them falling into the lower end of the upper quartile.

3.8

	Number		Average/Mean hourly rate		Difference (£)
	Men	Women	Men	Women	
2024	20	30	£34.71	£33.13	£1.57
2023	21	29	£34.09	£30.78	£3.31

3.9 A higher male average in the top earners will drive the overall male mean upwards more than the female mean. However, as there are more female higher earners, their total contribution to the mean pay for women is greater which slightly counteracts the gap increase.

3.10 As the median is the midpoint of all earnings when ranked, unless the top female earners push more females into the upper quartiles, the midpoint will not significantly change.

4 Our pay quartiles

4.1 The following figures show the distribution of men and women across four equal pay quartiles, with Quartile 1 representing the lowest-paid 25% of employees and Quartile 4 representing the highest paid 25%.

	Number		%	
	Men	Women	Men	Women
Upper Quartile (£14.42 to £69.43)	46	135	25%	75%
Upper-middle quartile (£12.32 to £14.28)	57	124	31%	69%
Lower-middle quartile (£11.95 to £12.23)	59	122	33%	67%
Lower quartile (£10.64 to £11.95)	49	132	27%	73%

4.2 As women dominate every quartile, especially the upper (75%), it makes sense that the median pay gap is negative as it means that at the midpoint, females are earning slightly more than male colleagues. This suggests that females are well represented in the mid-level roles where the median salary sits.

4.3 The mean pay gap is influenced more by extreme values like very high earners. Although there is a higher proportion on females in the upper quartile, the highest earners are disproportionately male (more men earning a higher hourly rate on average). This

indicates that even though females are in high paying roles, men at the top are earning more on average which has an increased effect on the overall male mean leading to a positive mean pay gap.

- 4.4 Females outnumber males in every quartile indicating that there is no clear underrepresentation of women at higher pay levels. The small gap is a result of having a relatively good gender balance in earnings but that the highest earning men are earning slightly more than their female counterparts.
- 4.5 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.

5 Bonus Pay Gap

- 5.1 Bonus pay includes any additional earnings such as incentives, commissions or one-off payments. We pay long service awards which are pro-rata for part time employees.
- 5.2 Our figures for bonus payments are as follows:

Bonus Pay Gap	
Mean	-92.34%
Median	32%

- 5.3 The negative mean bonus pay gap indicates that on average female employees receive higher bonuses than male employees. However, the median bonus gap of 32% suggests that at the midpoint, male employees receive higher bonus payments. From our data, this is influenced by differences in the proportion of men and women in the workforce.
- 5.4 The proportion of males and females who received a bonus during the reporting period was 11% and 18% respectively.

	No. of Employees who received a bonus	Average/Mean bonus
Males	23	£90.11
Females	91	£173.31

6 Understanding the Gap

- 6.1 At Advance we are committed to ensuring equal pay and opportunities for all employees. Our gender pay gap is relatively small, with the negative median pay gap suggesting that at the midpoint, female employees earn slightly more than male employees. However, the positive mean pay gap indicates a small overall difference in average earnings, which we will continue to monitor.
- 6.2 The significant negative mean bonus pay gap suggests that female employees, on average receive higher bonuses. However, the positive median bonus pay gap indicates that male employees receive higher bonuses at midpoint.

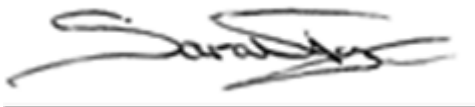
6.3 The values of any bonuses paid are dedicated by length of service, employee nominations or employee referral schemes not by gender.

7 Positive Action/Opportunities to address the Gender Pay Gap

7.1 We are committed to ensuring an inclusive workplace where all employees have equal opportunities to succeed. To further address any gender pay disparities we will:

- Continue to review and monitor pay structures to ensure transparency and fairness.
- Support career development and progression opportunities for all employees.
- Assess bonus and incentives to ensure they are equitable across all levels.
- Develop our analysis of the data beyond the scope of regulatory requirements to gain further insights into how people are working for the organisation and receiving pay.

7.2 Advance continues to reinforce the equity and opportunities for all employees irrespective of gender. It remains core to our PRIDE values that we work in a culture where everyone is treated fairly and recompensed for the value they bring to the organisation.



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Sarah Toye
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