

## Affinity Trust Gender Pay Gap Report 2022

### Introduction

Affinity Trust is a national charity providing person-centred support for people with learning disabilities across England and Scotland.

The following report has been produced in compliance with the Equal Pay Act 2010 (Gender Pay Gap Information) Regulations and provides our results of the statutory calculations based on the snapshot date of 5<sup>th</sup> April 2022. These compare the average hourly earnings of female workers in comparison with the average hourly earnings of male workers regardless of roles.

### Gender Pay Gap Calculation Results

Mean Gender Pay Gap	2.13% (lower women)
Median Gender Pay Gap	2.89% (lower women)
Mean Bonus Pay Gap	2.67% (lower women)
Median Bonus Pay Gap	31.3%

Proportion of men receiving a bonus	41%
Proportion of women receiving a bonus	47%

\*includes payments for long service and recognition bonuses and a Covid-19 related 'thank you' bonus

### Percentage of women and men in each pay quartile

Pay Quartiles	Women	Men
Quartile 1 (Upper)	68%	32%
Quartile 2 (Upper middle)	64.8%	35.2%
Quartile 3 (Lower middle)	68%	32%
Quartile 4 (Lower)	74.9%	25.1%

### Narrative

We are pleased that the data shows that our average (median) gender pay gap of 2.89% is small and has reduced in comparison with the previous year by 1% (3.9%) which is very encouraging. It also compares very favourably with the national (median) average for 2021 of 9.7%. Additionally, our mean bonus pay gap of 2.67% is a significant reduction in comparison to last year of 19.9%.

The proportion of women and men workers has remained similar to that of previous years (69/31% across the board) and is reflective of that within the social care sector generally.

We continue to have a high proportion of women in senior posts and the upper pay quartile which broadly reflects the overall distribution of women across the organisation. We actively encourage internal promotion through our leadership development programme.



Leo Sowerby  
Chief Executive

### Affinity Trust

1 St. Andrew's Court, Wellington Street, Thame, Oxfordshire OX9 3WT

Tel: 01844 267 800 Fax: 01844 267 829 Email: [info@affinitytrust.org](mailto:info@affinitytrust.org) [www.affinitytrust.org](http://www.affinitytrust.org)