

Affinity Trust Gender Pay Gap Report 2017

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 5th April 2017. 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	1.3% (lower women)
Median Gender Pay Gap	0.2% (lower women)
Mean Bonus Pay Gap	10% (lower women)
Median Bonus Pay Gap	0%

Proportion of men receiving a bonus*	59%
Proportion of women receiving a bonus*	53%

*includes a non-consolidated cash award

Percentage of women and men in each pay quartile

Pay Quartiles	Women	Men
Quartile 1 (Lower)	73%	27%
Quartile 2 (Lower middle)	66%	34%
Quartile 3 (Upper middle)	65%	35%
Quartile 4 (Upper)	71%	29%

Narrative

We are very pleased that the data shows that our average (mean) gender pay gap of 1.3% is very small and compares very favourably with the national (mean) average of 18%.

The proportion of women and men workers is reflective of that within the social care sector generally. The slightly higher proportion of women in the lower quartile is due to their higher participation as part-time staff and also of 'bank' relief staff who have elected to work on a more flexible arrangement where they can choose when they can and cannot work. It is pleasing to note that the proportion of women in the upper pay quartile, which comprises supervisory to senior management staff, is greater than the overall distribution of women.

The median bonus payment shows parity between men and women. The calculations include a non-consolidated pay award made to all permanent staff. The mean average bonus pay gap reflects the greater proportion of women working part-time who received a pro-rated payment.

The lower proportion of women receiving a bonus is due to the greater proportion of women who work as "bank" or relief staff who were not eligible for the non-consolidated pay award.



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