

Affinity Trust Gender Pay Gap Report 2018

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 2018. 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	2.2% (lower women)
Median Gender Pay Gap	3.5% (lower women)
Mean Bonus Pay Gap	43% (lower women)
Median Bonus Pay Gap	0%

Proportion of men receiving a bonus	3.9%
Proportion of women receiving a bonus	5.7%

Percentage of women and men in each pay quartile

Pay Quartiles	Women	Men
Quartile 1 (Upper)	66%	34%
Quartile 2 (Upper middle)	67%	33%
Quartile 3 (Lower middle)	68%	32%
Quartile 4 (Lower)	73%	27%

Narrative

We are pleased that the data shows that our average (mean) gender pay gap of 2.2% is small and compares very favourably with the national (mean) average of 18% and the 8% median average reported for the care sector in 2017. Both the mean and the median gap however have increased slightly (by .9 and 3.3% points respectively) on the previous year due to the inclusion of sleep-in shift payments this time which proportionally are worked more frequently by men than women

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



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