

Affinity Trust Gender Pay Gap Report 2020

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 2020. 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	2.5% (lower women)
Median Gender Pay Gap	10.4% (lower women)
Mean Bonus Pay Gap	16.2% (lower women)
Median Bonus Pay Gap	-100% (higher women)

Proportion of men receiving a bonus	12%
Proportion of women receiving a bonus	17%

*includes payments for long service and recognition bonuses

Percentage of women and men in each pay quartile

Pay Quartiles	Women	Men
Quartile 1 (Upper)	70%	30%
Quartile 2 (Upper middle)	66%	34%
Quartile 3 (Lower middle)	73%	27%
Quartile 4 (Lower)	77%	23%

Narrative

We are pleased that the data shows that our average (mean) gender pay gap of 2.5% is small and compares favourably with the national (mean) average for 2019 of just over 17% and is broadly comparable with others in the sector. We have found that some shifts, such as 'sleep-in shifts' which attract additional allowances are worked by proportionately more men than women and this has affected the slightly higher average and median pay of male support workers.

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.



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 www.affinitytrust.org