

# Gender Pay Gap

2017 report



voyagecare 

# Introduction

At Voyage Care, our purpose is to deliver great care and support. We take great pride in being the largest and highest quality provider of learning disability services in the UK.

We are committed to the development of our people and ensuring gender equality by design. The same opportunities and experiences are open to all our employees, and those working in equivalent roles are remunerated equally.

As is well-documented, the adult social care sector is experiencing financial challenges, impacted heavily by the rising minimum wage and ongoing under-funding that means often we're unable to do all we would like to on pay.



## The proportion of males and females receiving a bonus in 2016/17:



On a median basis, Voyage Care's overall gender pay gap (as at April 2017) is -1.38%, which compares favourably with the national average of over 18%. This trend is mirrored in our mean figure of -4.37%. This means that overall our female workforce is paid more than our male workforce.

Bonuses represent less than 1% of our total wage bill. Overall, far more female staff than male staff received bonus payments. Our median bonus gap is -14.95% which favours our female workforce. There are substantially more females than males in the first line management roles where bonus is paid and this has resulted in a mean bonus gap of 49.10%.

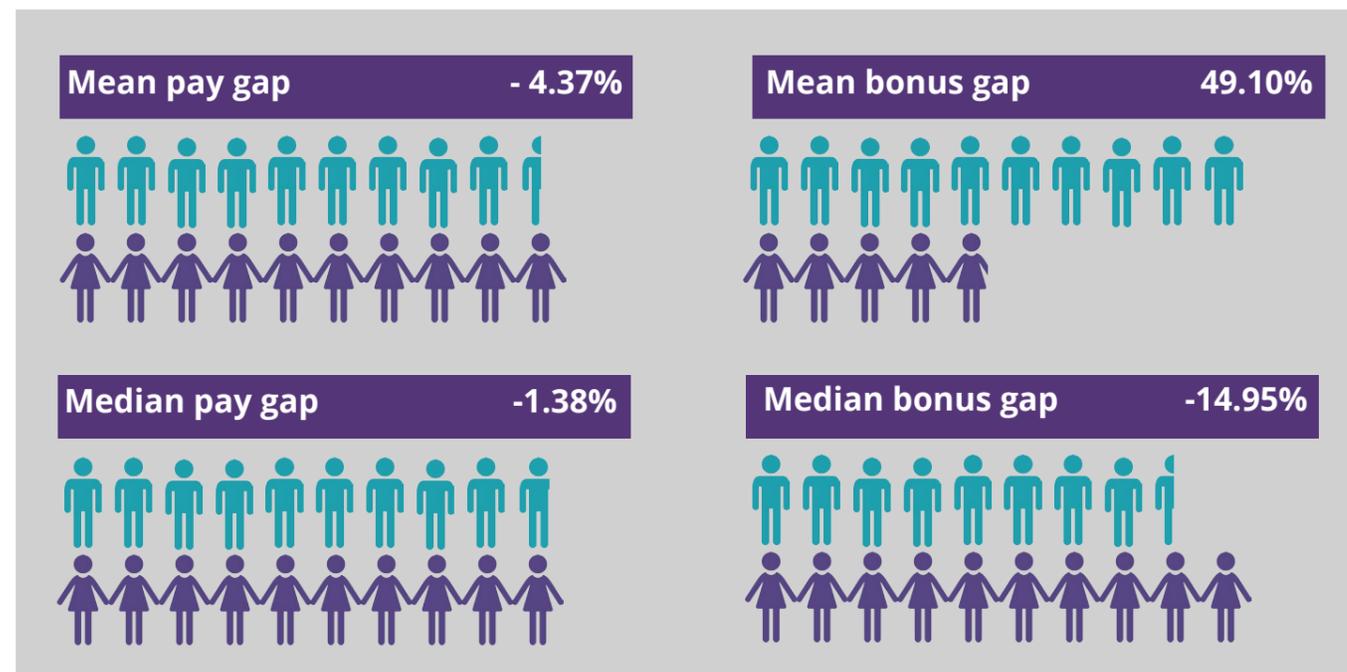
## What next?

Our gender pay reporting has shown there is a favourable pay gap for the women we employ. However, we recognise that the mean bonus gap is high and whilst we believe there are structural reasons for this, we will carry out further analysis to determine if there any issues which need to be addressed. We are committed to taking action where appropriate.

## Gender pay analytics

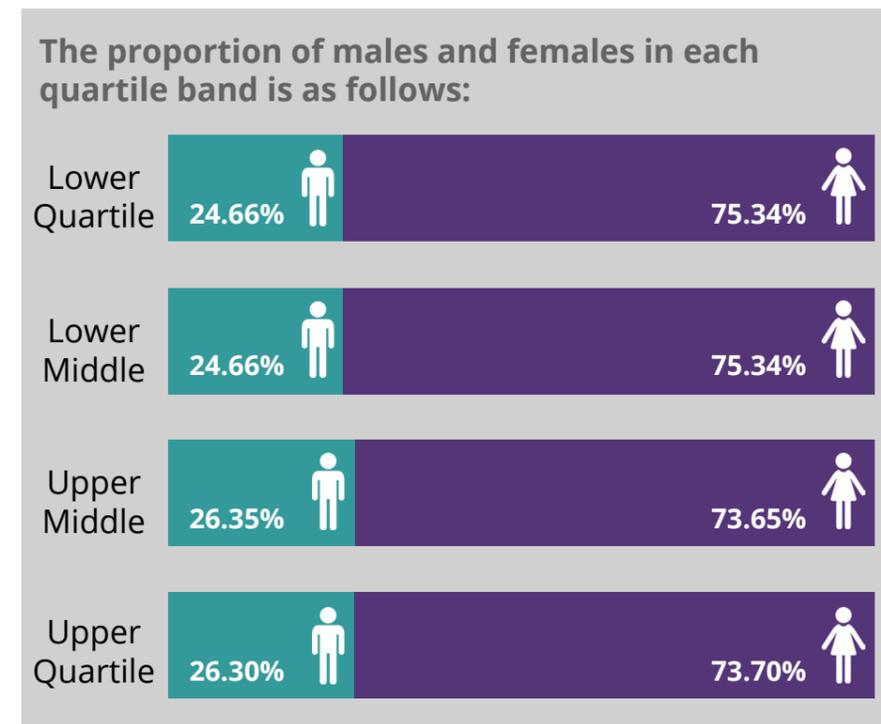
As an employer of over 250 people, the UK Government now requires us to publish data analysing our gender pay gap. We are asked to show a breakdown of the mean and median gap for pay and bonuses.

We will also continue to ensure that our recruitment and promotion policies provide equal opportunities and that all employees have equitable access to training and development to build future leaders and empower them to achieve their potential.



### What does it all mean?

If the figure is positive, it shows that female employees have lower pay or bonuses than male employees. A negative figure therefore implies that male employees have lower pay or bonuses than female employees. By this logic, a zero percentage figure would show no gap between the pay or bonuses of males and females.



Statistics represent a snapshot period as at 5 April 2017 and are an aggregate of the Voyage Care Group.