

# Gender Pay Report 2018







## Introduction

**As the largest and highest quality specialist care and support provider in the UK, we take our responsibilities as an employer very seriously.**

Our purpose is to deliver great care and support, and the recruitment and retention of high quality staff is integral to us achieving this purpose.

We are committed to the development of our people and ensuring gender equality by design. It is well understood that the adult social care sector is experiencing financial challenges, the implications of the rising minimum wage and constrained local authority budgets mean we are not always able to do all we would like to on pay.

## How did we do this year?

Over the past year, we have been working to understand what gender pay reporting means for our organisation, and what our data is telling us. This work is ongoing.

We are committed to equality by design. We will monitor data at regular intervals to inform the development of a robust, evidence based action plan. We will soon be reporting on our 2019 position, which will inform this action plan.

*Hourly rate statistics represent the March/April 2018 pay period, ending on 10 April 2018 (pursuant to the terms of the gender pay regulations 2017).*

*Bonus pay data relates to bonuses paid to each relevant employee (including full-pay relevant employees) in the 12 months to the snapshot date (10 April 2018).*

*Data is an aggregate of the Voyage Care Group.*

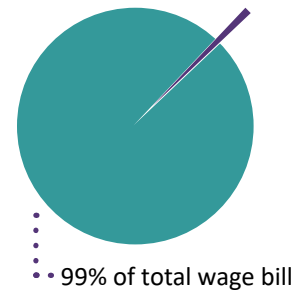


# Gender pay analytics

As we are committed to equality by design and employ over 250 people, we have published data analysing our gender pay gap.

## Hourly rate

Voyage Care’s overall median gender pay gap (as at April 2018) is 0.0%, with a mean figure of 4.3%.

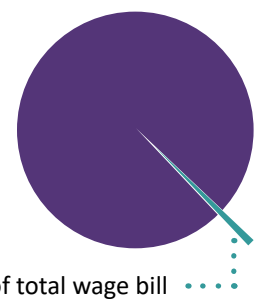


We continue to compare favourably to the national average of over 18%, although we recognise these figures show a slightly worsened position compared to equivalent figures for 2017.

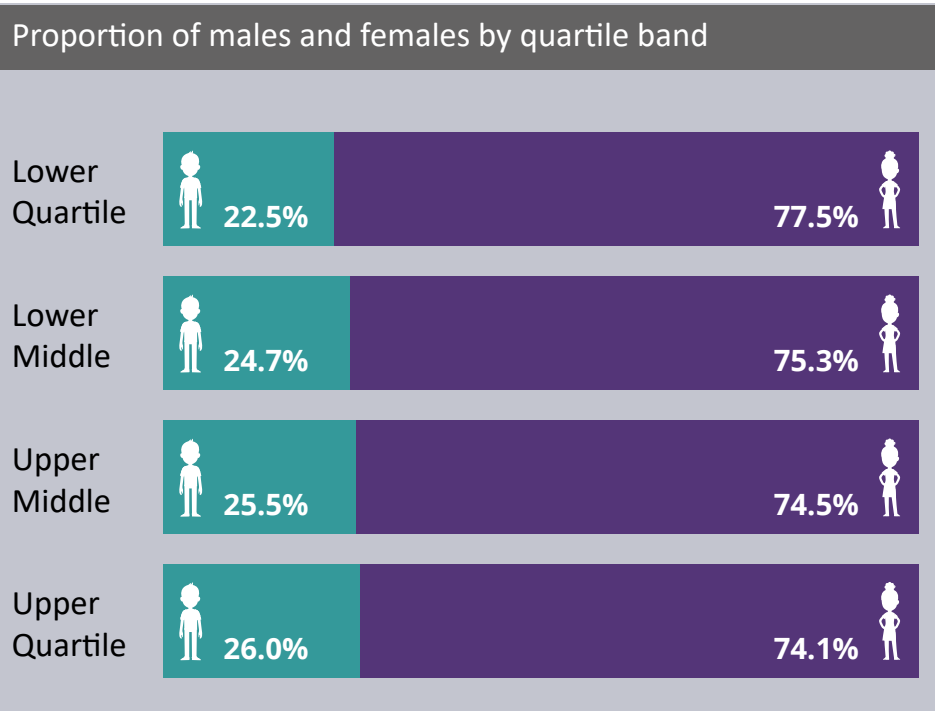
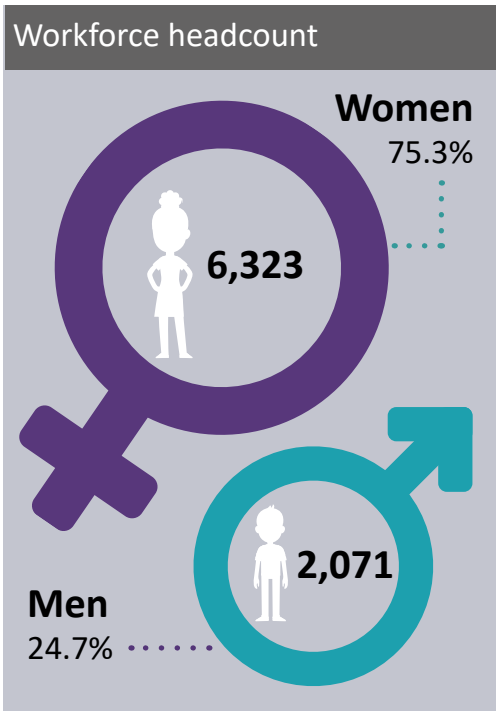
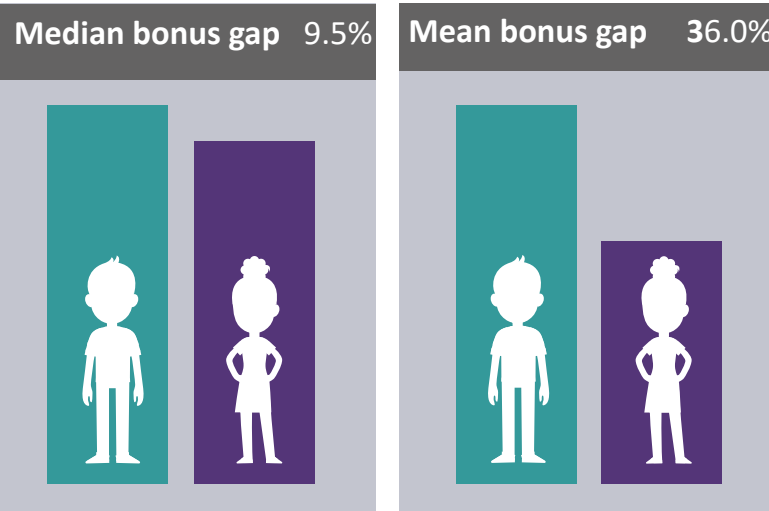


## Bonus data

Bonuses account for less than 1% of our total wage bill, and were received by 3.0% of both men and women.



Our median bonus gap is 9.5% and our mean bonus gap stands at 36.0%; this mean figure represents a significant 13.1% improvement on our 2017 performance.



## What does it all mean?

A positive figure 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. A percentage of zero shows no gap between the pay or bonuses of males and females.

