

Gender Pay Report 2019





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Introduction

As the largest and highest quality provider of specialist learning disability and complex care services in the UK, we take our responsibilities as an employer very seriously.

This is our third gender pay report and we're pleased to see that we continue to compare favourably not only to the national average, but also when compared to other organisations in the health and social care sector. Since our first report we've been working to improve our understanding of our gender pay data, and it's particularly positive to note that for the vast majority of our employees, there is no gender pay gap. The data in this report is an aggregate of Voyage Care group.

Over three quarters of our workforce are women, including front line care and support teams and management. Representation of males and females is broadly consistent across all quartiles, indicating an equality of opportunity for all our employees.

Our ability to achieve positive outcomes for the people we support is reliant on a motivated and engaged team. We recognise that providing equal opportunities for our workforce is integral to our wider success and the achievement of our purpose: to deliver great care and support.

As an Executive Team we are proud of the many positives that come through in this report. We want Voyage Care to be a great place to work, and therefore we are committed to building an inclusive culture that empowers people to achieve. A person's talent, and affinity with our values remain the key requirements for success at Voyage Care.

We can confirm our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

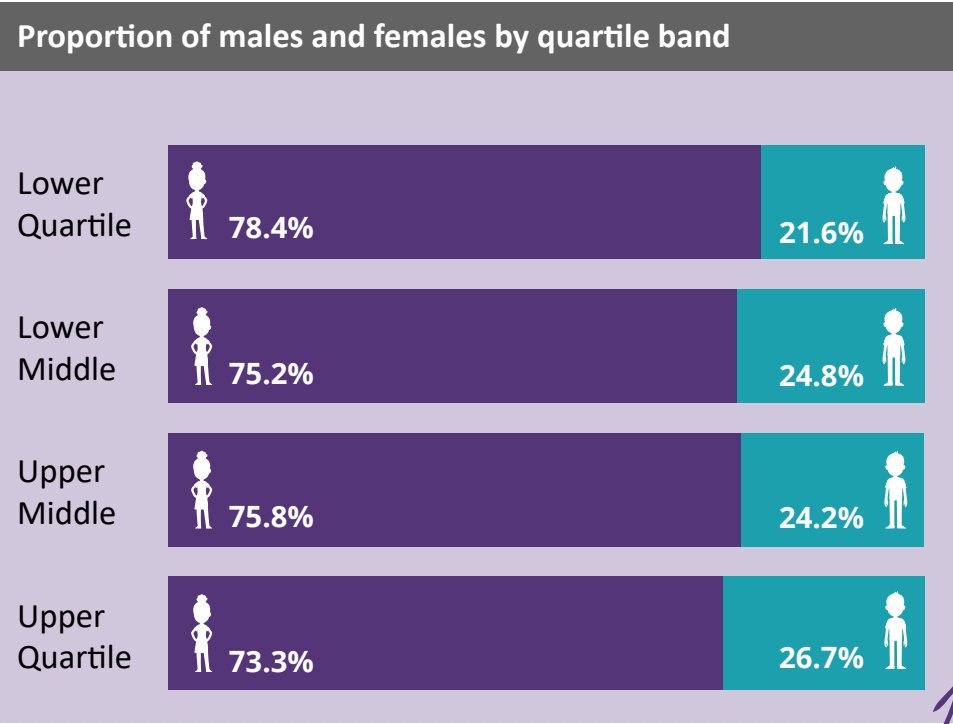
About us

Voyage Care is the leading specialist provider for people with learning disabilities and other complex care needs.

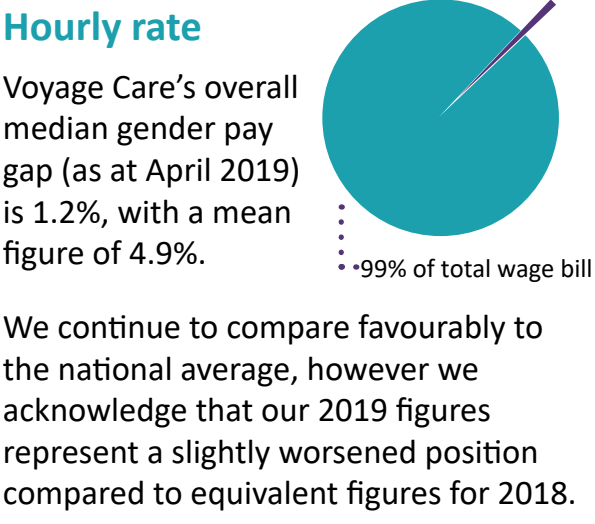
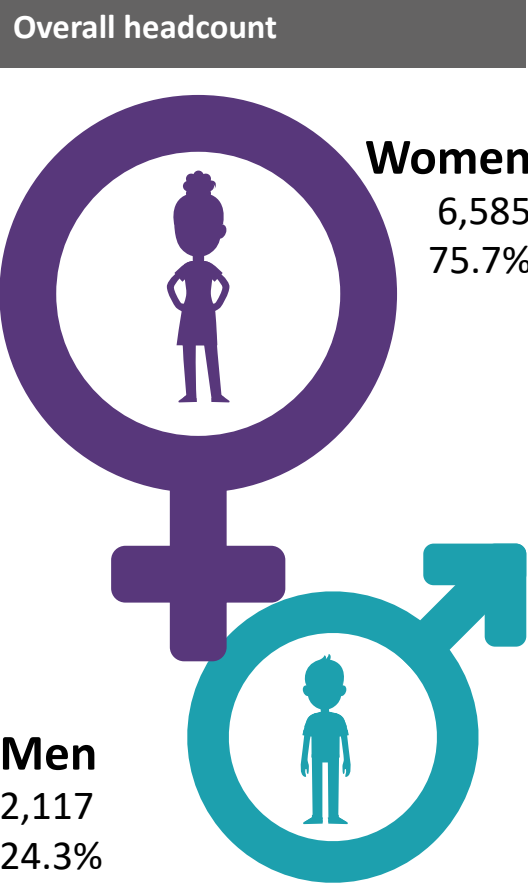
We are proud of our unrivalled reputation for quality, with over **96%** of our services rated as Good or Outstanding by the CQC. We are outcomes focused and believe every person should be supported to live the life they want to lead. Our valued teams are central to us supporting people to achieve their personal goals.

Analysing our data

We are committed to equality by design and our data this year shows that for 99.6% of our employees there is no gender pay gap. We recognise there are more males in the most senior levels of our organisation, which accounts for the gap that does exist in the upper quartile data and in our mean bonus gap, however we are encouraged to have seen continued progress.



Analysing our pay gap by quartile clearly demonstrates pay equality for over 75% of our employees. Further analysis of the upper quartile indicates that in fact, there is no gender pay gap for over 99% of our employees. It's positive to see that pay equality is experienced by the overwhelming majority of our employees.



What do these figures 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 male and female employees.

Looking to the future

We continue to look at all aspects of employment to support equality of opportunity for our people. We are committed to maintaining a fair and inclusive culture and already take the following steps to enable progression into the most senior roles in our organisation.

- Equal opportunity recruitment and selection approach.
- Equality in career development and training opportunities.
- Flexible working arrangements where feasible.

