

Gender pay report 2020



Introduction

Voyage Care take our responsibilities as an employer very seriously and focus on ensuring equality, diversity and inclusion are embedded throughout everything that we do. We are pleased to share our fourth annual Gender Pay report for the 2020-21 reporting year.

The snapshot date for gender reporting was early in the first significant lockdown when Britain, and the rest of the globe, was beginning to understand the magnitude of the impact COVID-19 would have on everyone's lives. So many aspects of the care and support we provide were starting to be affected by the pandemic. Our colleagues rose up, showing extraordinary dedication and commitment, to the task of ensuring those we support were kept safe and well despite the challenges the health and social care sector faced.

At Voyage Care, our purpose is simple – we expect to deliver great care and support. But there's so much that underpins the achievement of this goal and we recognise that well supported, engaged and motivated employees are absolutely central to our success. In this period, we commenced work on our first People Strategy. In a sector such as social care, attracting the right people to support the vulnerable individuals in our care must be a priority; but our People Strategy also recognises that continued stability of our high-quality care provision is reliant on our colleagues feeling valued, engaged and able to achieve their potential.

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.

The data in this report, an aggregate of Voyage Care group, identifies that for the vast majority of our employees, there is no gender pay gap. Whilst we are pleased with the overall results and that we compare favourably to the national average, as well as other organisations in the health and social care sector, we continue to work on understanding our data further.

As an Executive Team we are committed to building an inclusive culture that empowers people and ensure 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.

The Executive Team



Andrew Cannon
Chief Executive
Officer



Jayne Davey
Chief Operating
Officer



Amanda Griffiths
Director of Quality



Shaun Parker
Chief Financial
Officer



Matthew Flinton
Commercial Director



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.

We are outcomes focused and believe every person should be supported to live the life they want to lead. Our valued colleagues are vital to us supporting people to achieve their personal goals.

95%

of our services have a Good or Outstanding rating from CQC in England. 100% of our registered services are rated overall compliant in Scotland and Wales.

We have 14 Outstanding services, or equivalent, with a further 13 having Outstanding elements.



1,598
people supported
in community services

1,898
people supported
in our residential care homes

Analysing the data

We are committed to equality by design and our data this year shows that for the majority of our employees there is no, or a very minimal, 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.

Hourly pay

Voyage Care's overall median gender pay gap (as at April 2020) is 1.6%, with a mean figure of 5.1%. We continue to compare favourably to the national average; however, we acknowledge that our 2020 figures represent a slightly worsened position compared to equivalent figures for 2019.

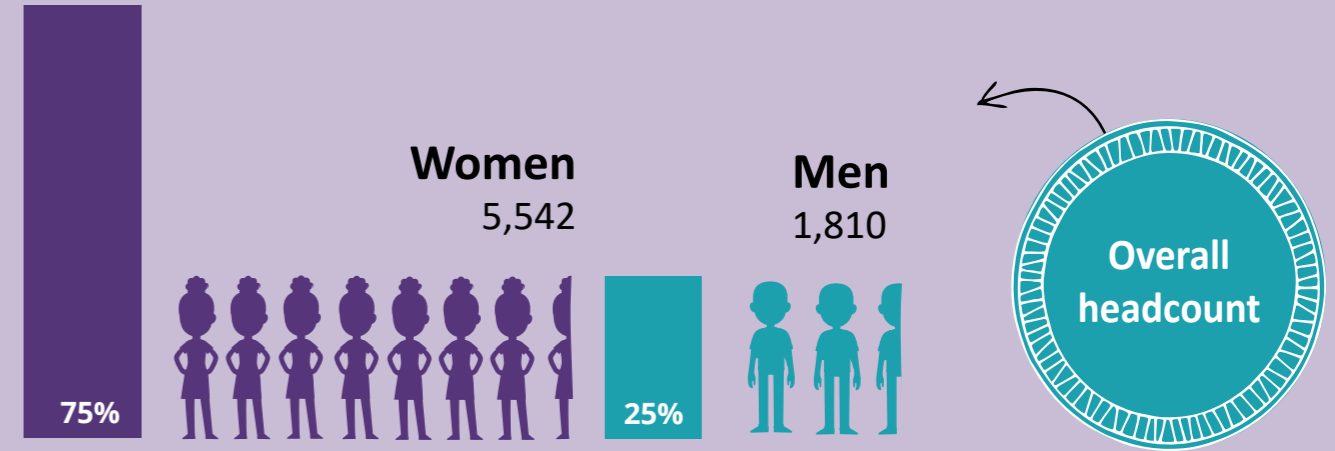
Hourly pay rates represent 99% of our total wage bill

Bonus pay represents 1% of our total wage bill.

Hourly rate vs bonus pay

Bonus pay

Bonuses account for less than 1% of our total wage bill and were received by 5.4% of men and 5% of women. Our median bonus gap is 7.2% and our mean bonus gap stands at 51.5%.



Proportion of males and females by quartile band



Gender pay gap by quartile band

	Mean rate	Median rate
Lower Quartile	0.1%	0.0%
Lower Middle	-0.2%	-0.4%
Upper Middle	0.3%	0.3%
Upper Quartile	8.5%	0.5%

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

Whilst we're in the early phases of development of our people strategy early engagement has been promising. We look forward to sharing the positive results of this continued investment in our people in coming years.

Equality, diversity and inclusion is integral to all aspects of the people strategy framework, supporting equality of opportunity at all stages of the employee journey. 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

