

# Gender Pay report 2024



voyagecare

# Introduction

Voyage Care is a sector leading provider of specialist care and support for people with learning disabilities, brain injuries and other complex needs. Our teams of dedicated and highly skilled colleagues across the UK support around 3,500 individuals to live life as they choose. Ensuring our colleagues feel supported and engaged is at the heart of our ability to make a bigger impact for the people and communities we serve.

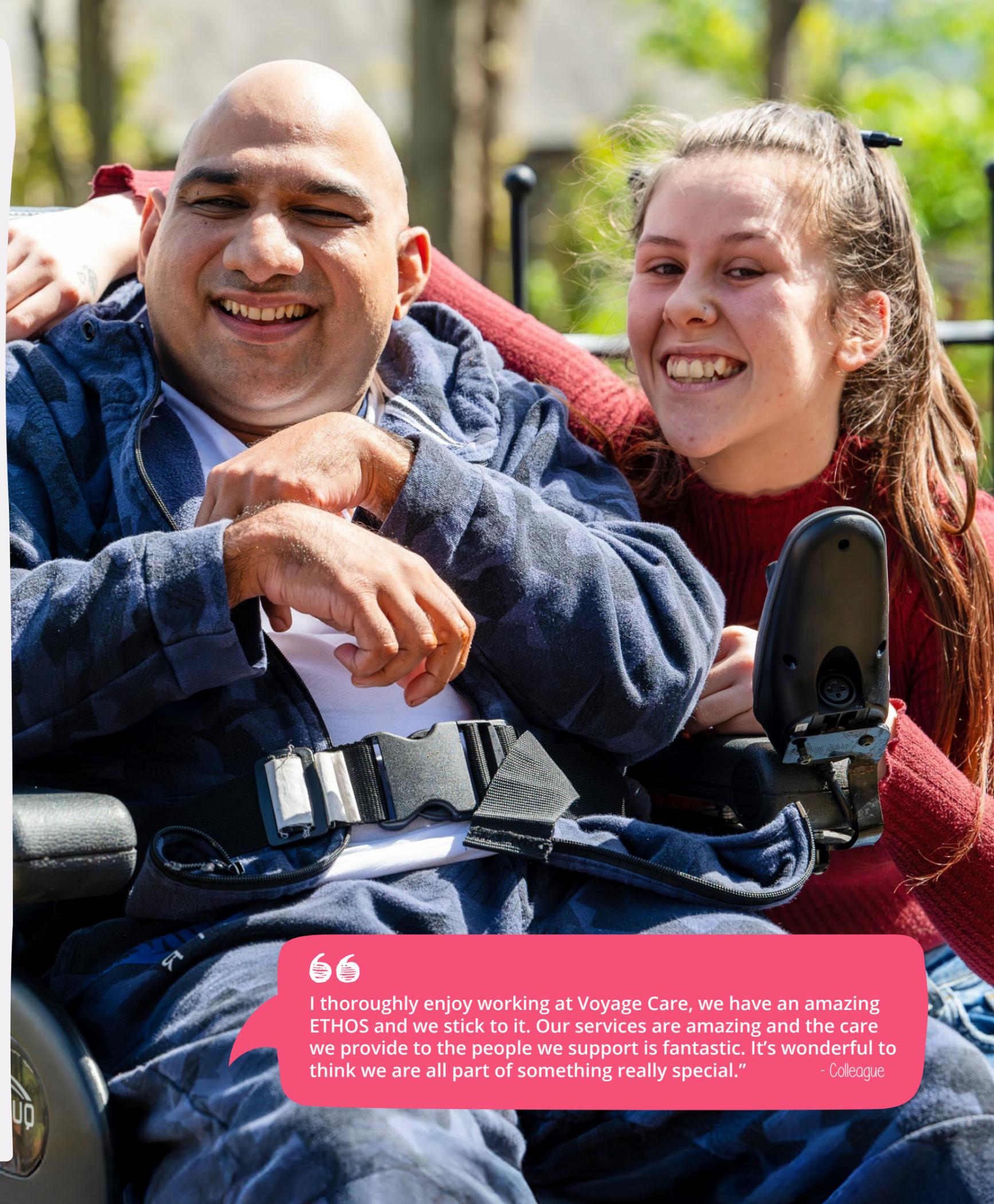
We are committed to creating a fair and inclusive environment for everyone. The data in this gender pay report for the period 2023-24 shows that, in line with previous years, for the overwhelming majority of our employees there is no, or a very minimal, gender pay gap. We are pleased with the overall results and that we continue to compare favourably to the national average, as well as other organisations in the health and social care sector. However, we will always strive to do more to support our growing and diverse workforce by investing in development of our employee value proposition (EVP), We are Family.

We are pleased to see our investments in pay, benefits and the development of our workforce have had a positive impact on both retention and recruitment of colleagues. These are key metrics for us, as stable teams are a critical factor in ensuring the vulnerable people in our care receive high quality, consistent support that enables them to achieve their goals.

Almost three quarters of our workforce are women, across both care and support teams and management roles. Representation of men and women is broadly comparable across all quartiles, consistently demonstrating equality of opportunity for all our employees. The data in this report is an aggregate of gender pay data across all employees employed by a Voyage Care group company. We can confirm our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

We remain committed to becoming the employer of choice in the specialist care sector, and continue to build an inclusive culture that empowers people - a person's talent and affinity with our values remain the key requirements to thrive in a career at Voyage Care. Our achievements in relation to equality have been consistently demonstrated in our gender pay reporting over recent years. We feel enormous pride in being part of an organisation with a strong culture and where our ETHOS values are so integral to how we come together and thank our colleagues for their determination and compassion in how they enable those we support to live meaningful and fulfilled lives.

## Executive Team



I thoroughly enjoy working at Voyage Care, we have an amazing ETHOS and we stick to it. Our services are amazing and the care we provide to the people we support is fantastic. It's wonderful to think we are all part of something really special."

- Colleague

# About us

Voyage Care is the leading specialist provider for people with learning disabilities and other complex care needs. We are proud of our sector-leading quality outcomes and unrivalled reputation for delivering high quality care and support.

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.

**89%**

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

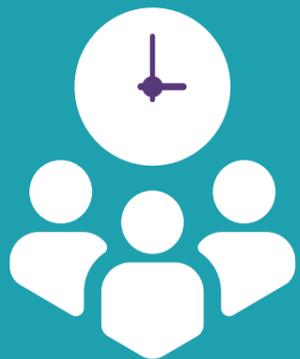


**1,878**  
people supported  
in residential services\*

**92.7%**  
occupancy in our  
residential services\*

**1,401**  
people supported  
in community settings\*

**105k**  
average weekly  
hours of support in  
community settings\*



\*Data correct as of 31 March 2024

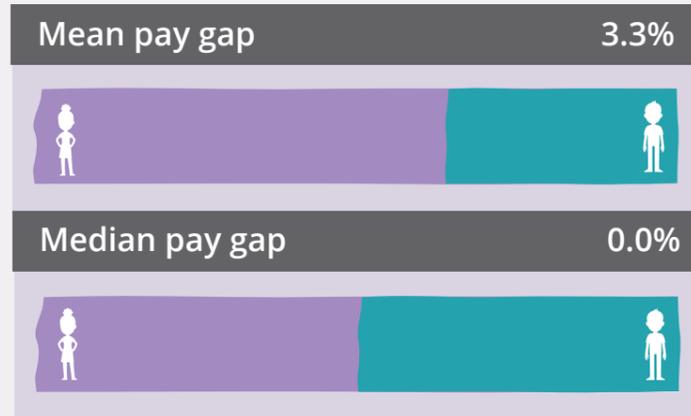
# Analysing the data

Equality is at the heart of Voyage Care and our data this year again shows that for 99.5% of our employees there is no, or very minimal, gender pay gap.

We recognise more men in the most senior levels of our organisation accounts for the gap in the upper quartile data and in our mean bonus gap, and we remain committed to ensuring our approach to recruitment, career development and flexible working supports our commitment to equal opportunity and diversity at all levels.

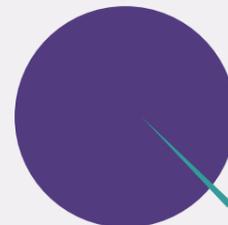
## Hourly rate

As at April 2024, overall Voyage Care does not have a median gender pay gap, down from 0.4% in the previous year, with a mean figure of 3.3%, an increase from a mean gap of 1.3% in the previous year. We continue to compare favourably to the national average with no median pay gap this year but will seek to understand our data further to address the cause of the increase in the mean gap this year compared to the prior year.



## Bonus pay

Bonuses account for 0.6% of our total wage bill and were received by 6.7% of men and 9% of women.



There is no median gap (0%) in our bonus pay and our mean bonus gap stands at 20%.

## Proportion of men and women by quartile band



## Gender pay gap by quartile band

Quartile Band	Mean rate	Median rate
Lower Quartile	0%	0.1%
Lower Middle	0.1%	0.2%
Upper Middle	0.2%	0.6%
Upper Quartile	9.2%	(1.9)%

## Overall headcount



## What do these figures mean?

A positive figure shows that women have lower pay or bonuses than men. A negative figure therefore shows that men have lower pay or bonuses than women.

A percentage of zero shows no gap between the pay or bonuses of men and women.

**Mean**  
The average of all the numbers.

**Median**  
The middle number, when in order.

# Looking to the future

**We promote a fair and inclusive culture and are committed to becoming the employer of choice in our sector.**

As around 75% of our workforce are female, we maintain a particular focus on developing and supporting women at all stages of their career.

Listening to the views of our colleagues and ensuring they have an active role in the co-creation of our future is a key aspect of how we develop an exceptional learning culture. The feedback colleagues share in our company-wide engagement survey, as well as wider trends in the sector, informs our areas of focus for future initiatives.



## Plans for the coming year:

- We are implementing a new HR system that will enable better tracking, reporting and analysis of gender pay gap disparities, ensuring transparency and accurate data collection on trends across the different demographics.
- We have conducted frequent pay audits to identify gender-based pay discrepancies, followed by a commitment to share the findings and take corrective actions where needed.
- We promote fair and inclusive recruitment practices and coach managers on recognising and addressing unconscious bias.
- We promote an inclusive career development program and succession planning, which ensures that development resources, training and leadership programs are equally accessible to all genders, with a focus on empowering underrepresented groups.