

Gender Pay Report





Introduction

At Abbeyfield our residents come first. It's our amazing people who deliver high quality services and make time for our residents, and we understand the importance of attracting, recruiting and retaining the talented people we need to be the best we can be.

This means recruiting from the widest possible talent pool, celebrating diversity and difference. It's ensuring that all of our people have an equal opportunity to be recognised and rewarded and to develop their careers with us. We want everyone to be given the chance to achieve their potential, regardless of gender.

The insights gained from our gender pay gap reporting help us to focus our efforts on the areas that we can do better.

Since our last gender pay gap report for 2017, published in 2018 our average pay gap has increased so we know there's room for improvement. This report is one of a number of tools we are using to help us.

A handwritten signature in black ink that reads "David McCullough". The signature is written in a cursive, slightly slanted style.

David McCullough
Chief Executive Officer

What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women, regardless of what jobs they do.

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.

Large organisations such as Abbeyfield have to publish their gender pay gap information every year.

The gender pay gap is different to equal pay; this is the comparison between a male and a female, or a group of males and females performing the same or similar work as they should receive equal pay.

Although Abbeyfield is an international company, it is important to note that this data is based on the Abbeyfield Society employee data and not our Member Societies. The Abbeyfield family is structured in a way that results in 127 UK properties being directly managed by the Abbeyfield Society (130 properties in April 2018); we also have over 145 Member Societies who manage more than 360 properties in the UK and internationally.

This report looks at the pay data for 1,694 Abbeyfield employees; 1,483 female and 211 male.

How we measure the gap

All organisations calculate the gender pay gap in the same way. The data provided in this report relates to a snapshot of Abbeyfield on 5 April 2018 and the 12 months prior to that for the bonus gap.

The mean gender pay gap in hourly pay – this is the difference in the average hourly pay between all men and women employed by Abbeyfield.

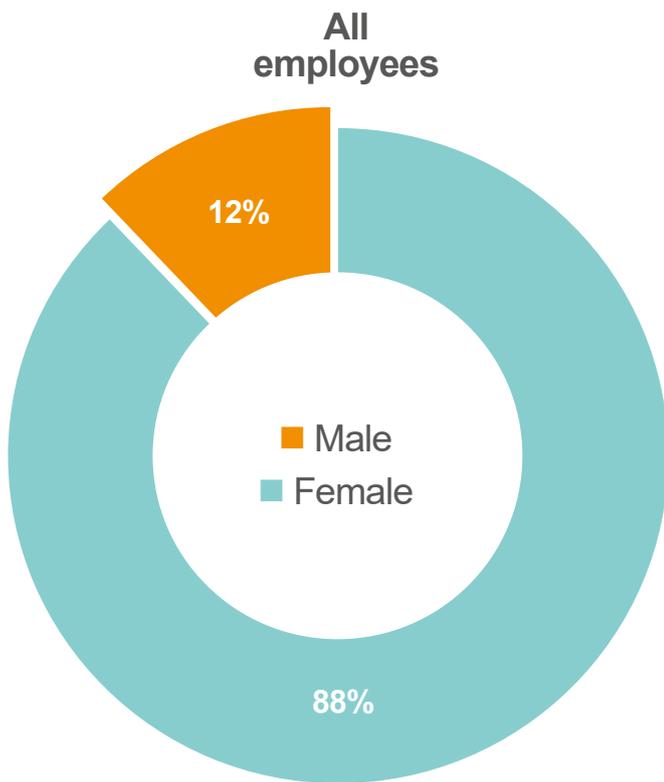
The mean bonus pay gap – this is the difference in average bonus payments by gender, it looks at how many people at Abbeyfield received a bonus and how much they were paid.

The median gender pay gap in hourly pay and bonuses – if all Abbeyfield employees were to form two lines; a female line and a male line in order of pay from lowest to highest; the median gender pay gap is the difference between the pay of the female in the middle of their line with the male in the middle of their line. By looking at the employees in the middle of the pay range, it reduces the impact of the highest and lowest paid employees.

Our 2018 findings

Male/female split

The proportion of men and women employed by Abbeyfield are shown here. In April 2018 we employed 1,694 Abbeyfield employees; 1,483 female (88%) and 211 male (12%).

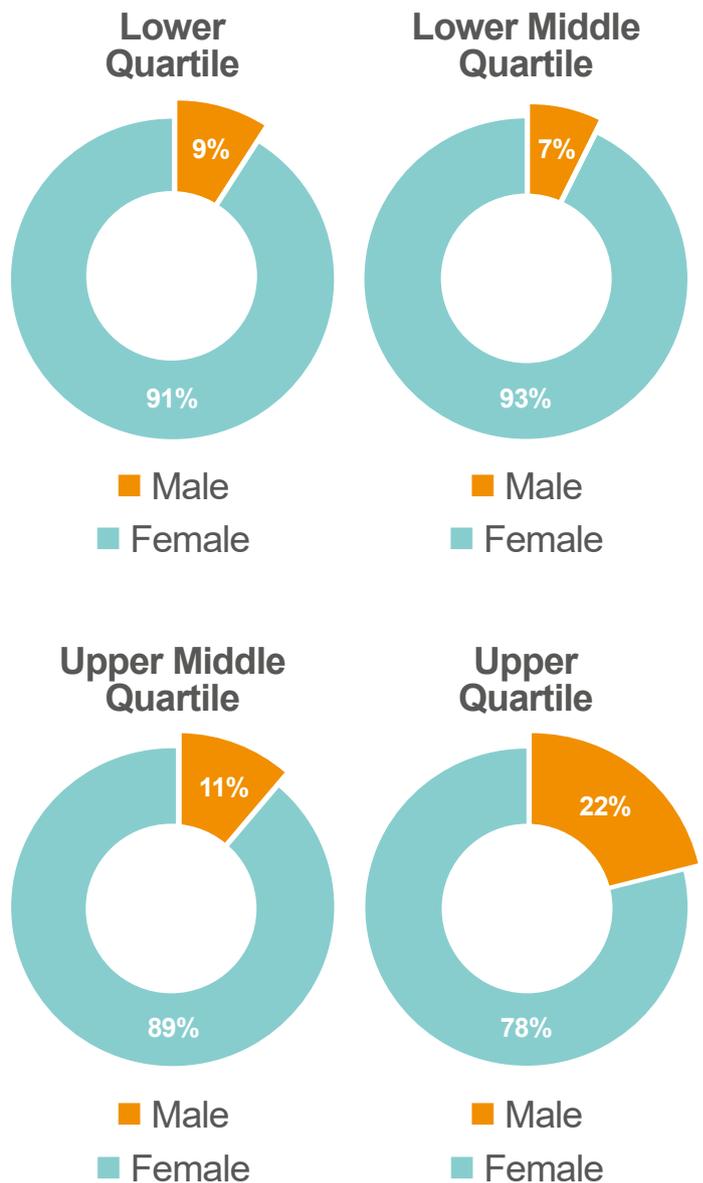


Proportion of men and women in four different levels of pay band

The charts below show the gender make up of the Abbeyfield workforce in the four salary 'quartiles':

- Upper quartile
- Upper middle quartile
- Lower middle quartile
- Lower quartile

Quartiles are calculated by ordering the hourly rates of pay for each employee across Abbeyfield from lowest to highest and then splitting that list into four equal-sized groups or quartiles. Then calculating the percentage of males and females in each group.



Bonus pay

At Abbeyfield we don't pay bonuses as a matter of course, however, we occasionally pay a bonus for the successful delivery of key projects. In the 12 month period ending 5 April 2018 we paid a bonus to six employees, totaling £2,128. These employees were all male meaning that 3% of male employees received a bonus and 0% of females.

Abbeyfield mean and median gender pay gap

The table below shows the mean and median hourly pay gaps (based on April 2018 data), as well as our mean and median bonus gaps (based on bonus data during the period 6 April 2017-5 April 2018):

	Mean	Median
Hourly pay	27%	10%
Bonus	72%	50%

The mean is the average gap between the hourly rate or bonuses paid to males compared to females. This hourly pay gap widened from 17% in 2017 to 27% in 2018.

The median is the gap between the median rate or bonus paid to males compared to females. The median hourly pay remained the same as 2017 at 10%.

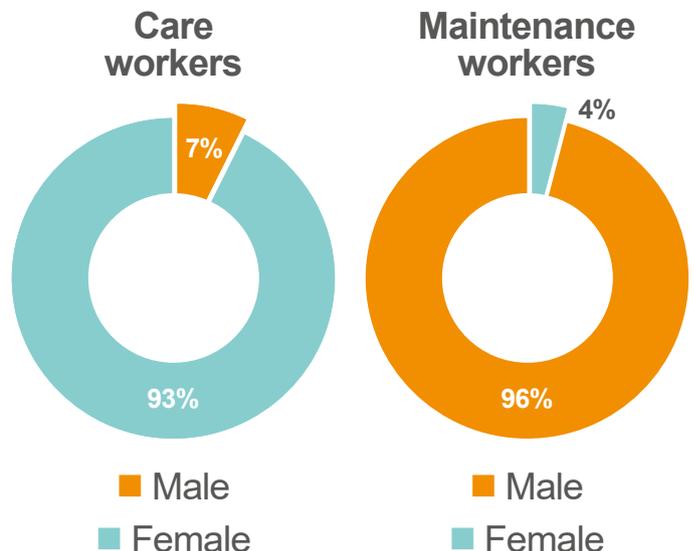
The bonus gap is based on only six employees who received a one off bonus.

What does the gender pay gap mean?

We aim to be an inclusive employer and disregard gender when we recruit, develop and reward our people.

Job levels – the majority of our employees are female, although the proportions vary according to the level of role, with a higher proportion of males in more senior roles (senior managers and directors).

Job roles – there are significant differences in the proportion of males/females carrying out certain roles, for example, 93% of our care workers are female, whereas 7% are male. 96% of our maintenance workers are male, compared to 4% female.



Almost half (43%) of our people work in care roles and if we were to look specifically at that group, the mean gender pay gap would be 0% mean and 1% median.

Part-time working – 73% of our employees work part time and of these part time workers, 91% are female.

What we are doing

We are confident that our pay and bonus gaps are due to the distribution of men and women across the different levels of Abbeyfield and are not because of our pay policies which are fair and consistent.

We are proud to be a Real Living Wage employer. The Real Living Wage is calculated independently each year to reflect the real cost of living and is higher than the National Minimum Wage set by the Government.

We are keen to increase the representation of women in Director and Senior Management roles and since this snapshot of our data in April 2018, as at 31 March 2019 Abbeyfield has increased the proportion of women in director roles from 38% to 45%. In senior management roles it increased from 66% to 75%.

Our *Learning to Lead* development programme for aspiring managers continued during 2018 and 19 delegates attended the programme, 95% of the delegates were female.

Five of our leaders are currently trialling a year's membership of an external professional leadership and management body, providing access to an extensive suite of learning in support of their career development, 80% of these are female. This is supplemented by individual coaching sessions with a qualified coach.

We are introducing mandatory equality and diversity training for all of our employees.

Declaration: *I confirm that Abbeyfield's gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

David McCullough
Chief Executive Officer

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