



Caring in Your Community

## Corporate Report

April 2018



# Our *Gender Pay Gap* report





At Agincare, we pride ourselves on an established history of delivering quality care for over 30 years, with a growing workforce, representative of the communities we work within. We employ people in our head office in Portland, Dorset and across the country from around 50 locations.

We are a family-owned care provider and have had many people join us over the years and stay to develop their careers with us, many of them starting at frontline care delivery level. We have always been committed to employing a diverse workforce, working within a framework governed by changing legislation, policy and good practice guidance.

As a social care provider, we operate in a sector which has traditionally seen a higher representation of women employed. Roles at a frontline level in social care (ie providing direct care in a care home or in a person's own home in the community) are often part-time and involve flexible working hours.




# Our gender pay gap data

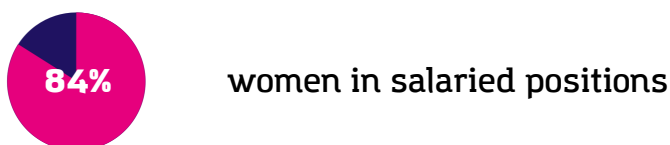
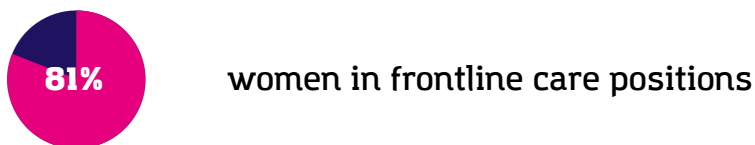
Of our Agincare UK home care workforce of circa 1400 people (April 2017), women comprise: 81.4% in frontline care positions, 84.3% in salaried positions relating to care provision and 75% in senior management or director positions. The career progression that we positively encourage in our existing workforce has assisted us in maintaining positive figures with regards to women in senior positions. Of our Agincare Live-in Care Services workforce of circa 340 people (April 2017), women comprise: 71.1% in frontline care positions, 75% in salaried positions relating to care provision and 25% in senior management or director positions.

## What is the gender pay gap report and why are we publishing it?

Legislation now requires us to publish details of the gender pay gap within Agincare, where the company employs over 250 people. The gender pay gap means the difference between the average pay of women and men, regardless of their role. This is the first report that has been required and it covers a snapshot date of 5 April 2017. It only covers Agincare UK Ltd and Agincare Live-in Care Services Ltd, as our other companies employ less than 250 employees. These companies are: Agincare Group, Staff Now, Nurses Now and Training Now, along with Agincare Homes Holdings and all subsidiary care homes. However, the patterns that are shown in Agincare UK are reflective in head office and our other related care companies. Agincare Live-in Care Services shows some variance, as explained below.

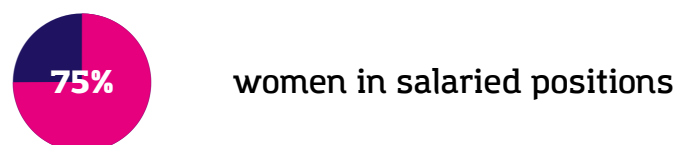
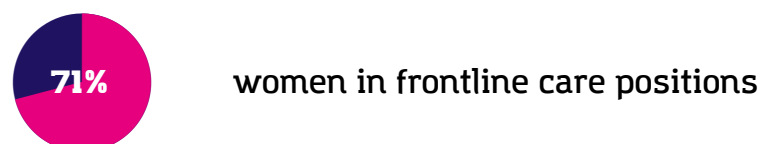
## Agincare UK

 total workforce **1,400**



## Agincare Live-in Care Services

 total workforce **340**



### **What is required by the legislation?**

Employers must set out the six key metrics that are necessary under the rules on gender pay gap reports. These are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

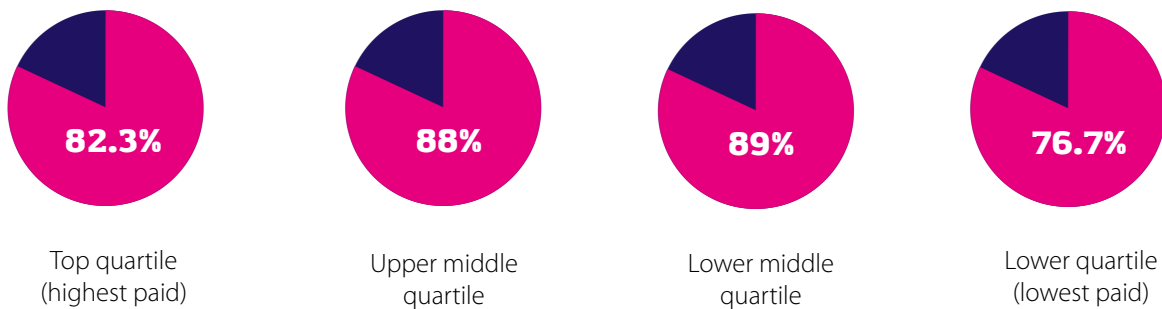
Our figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

# Agincare UK

## Difference in hourly rate

		Women's earnings are:
<b>Mean</b> gender pay gap in hourly pay		6.8% higher
women earn £1.07 per hour for every £1 that men earn		
<b>Median</b> gender pay gap in hourly pay		2.4% higher
women earn £1.02 per hour for every £1 that men earn		

## Proportion of women in each pay quartile



## Who received bonus pay?



## Difference in bonus pay

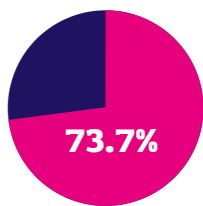
Women's **mean** bonus pay is 147% higher than men's  
 Women's **median** bonus pay is 0% lower than men's

# Agincare Live-in Care Services

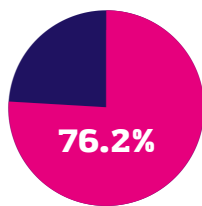
## Difference in hourly rate

	Women's earnings are:
Mean gender pay gap in hourly pay	7.2% lower
women earn £0.93 per hour for every £1 that men earn	
Median gender pay gap in hourly pay	0.3% higher
women earn the same as men	

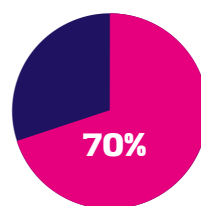
## Proportion of women in each pay quartile



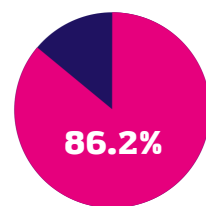
Top quartile  
(highest paid)



Upper middle  
quartile



Lower middle  
quartile



Lower quartile  
(lowest paid)

## Who received bonus pay?



## Difference in bonus pay

Women's **mean** bonus pay is 6.7% higher than men's  
 Women's **median** bonus pay is 0% lower than men's

## What do our figures show?

Whilst there is no legal obligation on employers to publish a narrative explaining their gender pay gap figures, we wanted to put these statistics into perspective.

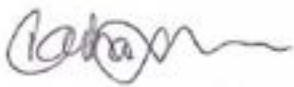
- Within the overall structure of our companies, Agincare's figures show a high level of women in management and more senior positions and with appropriate pay; more than men.
- There are some figures, like bonus percentages, that are calculated on fairly small bonus payments; these include internal schemes such as 'introduce a care worker' payments.

In our Live-in Care team, there are more men employed in senior management positions at this time, therefore the hourly rate is distorted by a few people in the few senior posts.

## How does Agincare's gender pay gap look against the wider picture?

Our statistics are fairly reflective of a sector in which women are highly representative of the total workforce. Agincare UK employs a high number of women in senior positions and there is no pay gap between their pay and men's pay in such positions. Compared to other sectors in which gender pay gaps are wide, we are pleased to note that our data does not show such gaps. There is no real comparable sector position at this time.

Whilst our Live-in Care company shows a higher % of men in senior positions, and therefore with higher pay bands, this is not representative across the related companies in Agincare.



## Raina Summerson,

Group Chief Executive Officer



## What more can we do?

We are confident that all of our related policies and procedures positively promote gender pay gap issues; these are kept under review by our Policy Review Group.

As a sector in which women are strongly represented but also in which workforce shortages are a well-known issue, Agincare regularly reviews our workforce conditions, recruitment and retention, pay and benefits, along with policies and procedures, training and development support.

Agincare Live-in Care, when next recruiting, will consider any additional ways of encouraging further female representation at a senior level.

I can confirm that the above data prepared by Owen Griffiths, Chief Finance Officer and Amy Crabb, Group HR Manager, is correct and has been produced in line with the requirements of the legislation.

*“Agincare UK employs a high number of women in senior positions and there is no pay gap between their pay and men’s pay in such positions.”*