

Gender Pay Report

April 2019

Background

Active Prospects employs more than 250 employees and is therefore required to publish specific information about our gender pay gap.

The gender pay gap is a measure of the difference between average female earnings compared to average male earnings, regardless of roles. This is different from ‘Equal Pay’, which is an organisation’s legal obligation to ensure that men and women are paid the same for doing the same or similar roles.

OUR STATEMENT

Active Prospects has conducted a review of its gender pay gap analysis as at 5th April 2019. We enable people to lead aspiring lives. Each action, new development and approach is focused on supporting this central purpose. We are pleased to report a very positive position on our gender pay.

Active Prospects is passionate about people progressing towards independence – we provide high-quality supported living, residential and community services, activities and employment enabling, for people with learning disabilities and autism, physical and mental health needs across Surrey.

Gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings.

The gender pay gap information is considered by the Board and Senior Management and we are pleased to report a very low gender pay gap across the organisation, which reflects our commitment to diversity and equality across the organisation. We are pleased to report all quartiles are equally well represented in proportion to our gender split. Our Mean gender pay level is zero. Our overall gender split in the workforce is 72% female and 28% males, which is representative of the Health and Social Care sector. Our results reflect this split across the quartiles, except for the lower quartile, where they pay gap is slightly larger, 78% female to 22% male. Our results are expected given that the majority of our people are Support Workers on the same rate of pay.

Women are well represented across all levels of the organisation, with 80% of our Executive Team being women we compare extremely favourably to the national average of 26% female board membership, although we aim to move to equal representation.

Our action plan for the future will ensure we continue to reduce and maintain the gender pay gap and improve gender diversity where possible. We recognise the Health and Social Care sector in which we operate have historically attracted a higher proportion of females to males and our Recruitment strategy will look at ways in which we can attract more males into the organisation across a range of roles and teams. We are confident men and women are paid equally for the same or similar roles.

Our Gender pay gap results are really positive and demonstrates our commitment to ensure that our people are paid equally and fairly.

We strive to make the lives of the People we Support better by delivering high quality care by a workforce which engages, and is reflective of those we support and who feel rewarded by their employer and the work we do in the community we serve.

DECLARATION

This data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed: 

Name: Maria Mills, Chief Executive

GENDER PAY GAP

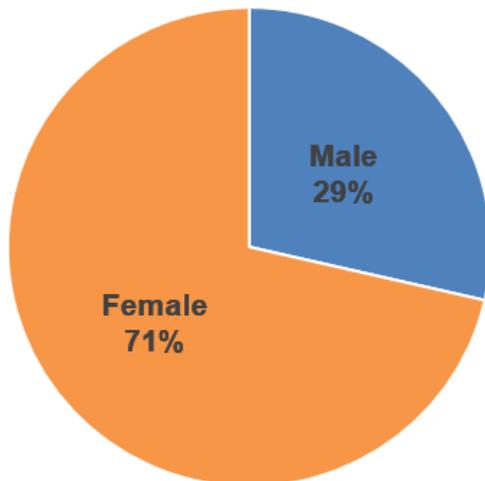
The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between midpoints in the ranges of hourly earnings of men and women.

Mean gender pay gap	0%
Median gender pay gap	-9.27%
Mean bonus gender pay gap	-100%*
Median bonus gender pay gap	-100%*

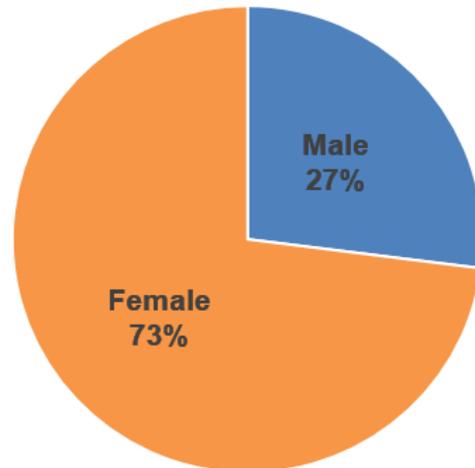
*only one female employee received a bonus, in line with a discretionary new business development agreement

PAY QUANTILES BY GENDER

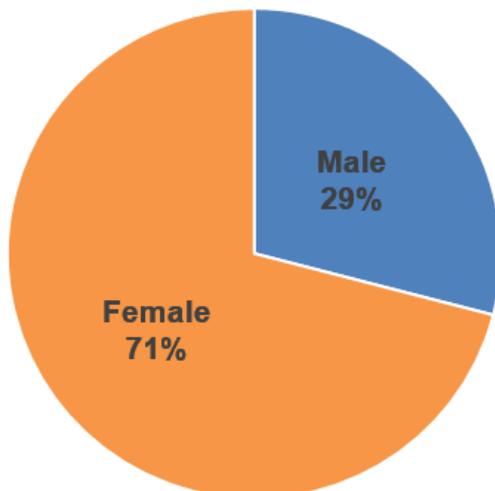
Upper Quartile



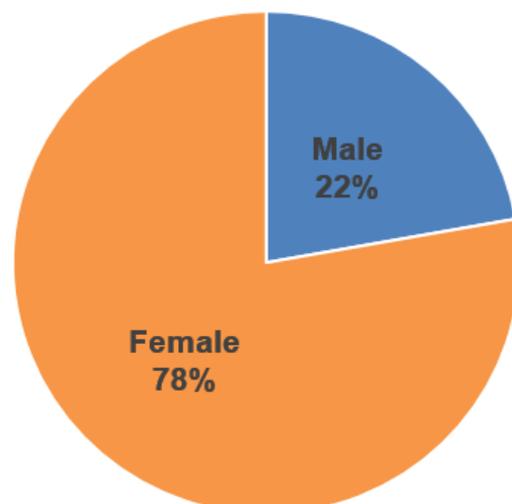
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



GENDER PAY GAP

New regulations were introduced in 2017 which mean that employers are required to report on a number of different statistical measures of gender pay on the snapshot date of 5th April each year for non-public sector employers with more than 250 employees. We welcome these changes and have included the measures in this report along with other information which we hope will be helpful.

A guide to the figures

Mean

The average of a set of numbers. All numbers are added together and divided by the number of numbers put into the calculation. For example, taking 5, 8, 12, 26, and 40, the sum of the numbers is 91. Dividing this by five (the number of figures) gives you a mean of 18.2. The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.

Median

The middle value of a list of numbers. If the list has an odd number of entries, the median is the middle entry after sorting the list into increasing order. If the list has an even number of entries, the median is halfway between the two middle numbers after sorting. For example, taking 5, 8, 12, 26, and 40, the median value is 12. The regulations require us to report the difference between the median hourly rate for men compared to the median hourly rate for women, expressed as a percentage of the men's figure.

Pay quartiles

Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals. The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

Bonus

The regulations also require us to publish the same measures as above on bonus payments.