

DIVERSITY PAY GAP REPORT 2020

Background

At Active Prospects, our mission is to enable people with learning disabilities, autism or mental health needs to live full and aspiring lives. We recognise that to achieve our mission, it is critical that we value diversity and inclusion, both as an employer and as a provider of services. Last year we published a new Equity, Diversity, and Inclusion Strategy, which sets out how we will do this.

This year, we are pleased to be reporting on our ethnicity pay gap along with our gender pay gap. Although it is not mandatory to include the ethnicity pay gap, we have chosen to do so as a further demonstration of our commitment to making Active Prospects a great place to work for everyone. We hold ourselves accountable to improving gender and race equality and will publish our progress annually, alongside our ethnicity and gender pay gap figures.

Gender Pay Gap 2021

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. 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 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.

We conducted a review of our gender pay gap analysis as at 5th April 2021. We are pleased to report a very low gender pay gap across the organisation. Our Mean gender pay level is 3.4%, where women are paid higher than men for the average hourly rate. The narrow pay gap is not unexpected given that the majority of our people are Support Workers on the same rate of pay.

Our overall gender split in the workforce is 72% female and 28% males, which is widely representative of the Health and Social Care sector. Women are well represented across all levels of the organisation, with 60% of our Executive Team being women. This compares extremely favourably to the national average of 26% female board membership, although we have since moved to equal representation on the Executive Team, with a new (male) recruit who has joined us.

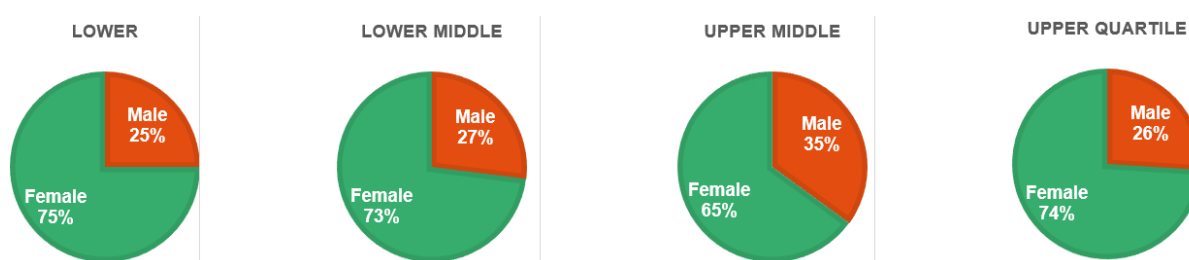
Our action plan for the future will ensure we continue to reduce and maintain the gender pay gap and improve gender diversity where possible. We recognise the Health and Social Care sector in which we operate has historically attracted a higher proportion of females to males and our Recruitment strategy is looking 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.

We offer bonuses to only a limited number of positions as an incentive to enhance delivery of targets set. Our data shows us that women were paid higher than men regarding the mean bonus gender pay gap by 3.6%. Our median bonus gender pay gap was 0%.

Hourly rate of pay		Bonus pay	
Difference in median hourly rate of pay:	Difference in mean hourly rate of pay:	Difference in median hourly rate of pay:	Difference in mean hourly rate of pay:
0%	3.4%	0%	3.6%

Ethnicity Pay Gap

In 2020, the mean ethnicity pay gap, which is the difference between the average hourly pay between BAME (Black, Asian and minority ethnic) and non-BAME staff, was 15.7%. The reason for this gap is that most of our senior leaders are non-BAME. Measuring and monitoring the gap is a small but important step towards addressing this.



Our median ethnicity pay gap is 0%. This is the difference in median hourly earnings between BAME and non-BAME employees. Clearly, at present we have no issues with regards to this.

Ethnicity pay gap	
Difference in median hourly rate of pay:	Difference in mean hourly rate of pay:
0%	15.7%

We have already started our work to ensure that we take focused action to be representational of a diverse workforce in all areas of our business. Our internal Leadership Academy has over 50% BAME employees. The proportion of BAME trustees has also increased this year.

Our internal promotions data is very positive. 73% of staff promoted during the year were from a BAME background. 8 Service Managers (of a total of 11) were internally promoted, of whom 27% are BAME. 3 Area Managers (of a total of 4) were internally appointed, of whom 50% are BAME. We recognise that although we have a great diverse workforce, there is still work to be done.

We aim to be an employer of choice. We're proud of the focus we have put into encouraging a positive work-life balance, before and during the COVID-19 pandemic. We have always allowed people to work flexibly wherever feasible. We're excited about offering even more flexibility in future as we look to a post-COVID workplace and retain the benefits that many of us have found in homeworking. We support working parents by offering enhanced maternity and paternity leave, and Shared Parental Leave (SPL).

We strive to make the lives of people we support better by delivering high quality care by a workforce which engages and feels valued and is reflective of those we support and who feel rewarded by the care they receive.

Declaration

This data has been collected and presented within this report in accordance with the Equality Act 2010.

Signed: 
Name: Maria Mills, Chief Executive

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.