

DIVERSITY PAY GAP REPORT 2022/2023

Background

At Active Prospects, we are committed to embedding Equity, Diversity and Inclusion as an integral part of our organisation by building an inclusive diverse workforce and profile of the people we serve. Our mission is to enable people with learning disabilities, mental health needs and autistic people to live full and aspiring lives.

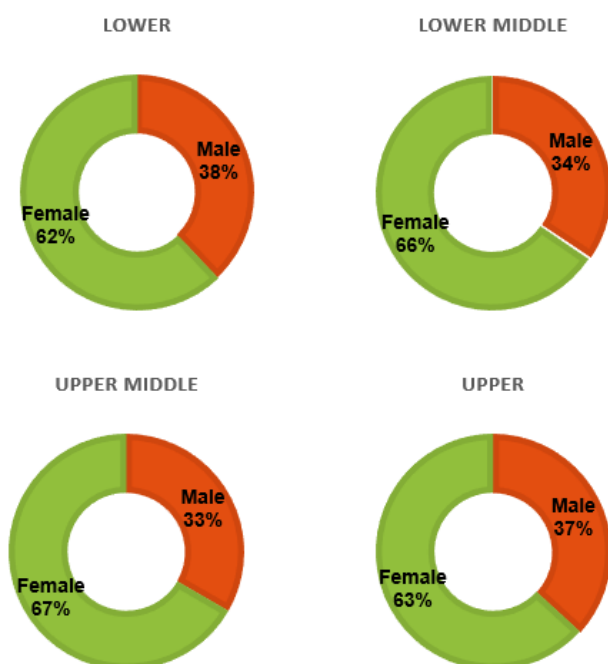
Although it is not mandatory to include the ethnicity and disability pay gap reporting we are pleased to be reporting the results of our gender, ethnicity and disability pay gap data. This further demonstrates our commitment to making Active Prospects a great place to work for everyone. We hold ourselves accountable to improving representation of a diverse workforce and will publish our progress annually, alongside our ethnicity, disability and gender pay gap figures. We continue to enhance and expand our talent development and leadership programmes and ensure that our culture and wellness efforts provide ample support to the needs of employees and their families.

Gender Pay Gap

This 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.

| Hourly Rate of Pay | |
|---|---|
| Difference in median hourly rate of pay: | Difference in mean hourly rate of pay: |
| 0% | -2% |

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 of 5 April 2023. Our Mean gender pay level has increased from negative 1.3% last year to negative 2%, where women are paid slightly higher than men for the average hourly rate. The narrow pay gap is not unexpected given that most of our employees are Support Workers on the same rate of pay. The representation of women amongst our senior teams has also contributed towards the slightly higher hourly rate of pay when average across all staff.

Our overall gender split in the workforce is 66% female and 34% males, which is widely representative of the Health and Social Care sector. Women are well represented across all levels of the organisation, with 50% of our Executive Team being women. This compares extremely favourably to the national average of 26% female board representation.

The composition of our workforce is illustrated in the diagram above showing the percentage of women in each pay quartile.

We will continue monitor our gender diversity and improvements we can make. We recognise the Health and Social Care sector in which we operate has historically attracted a higher proportion of females to males. We continue to 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 males to females ratio have improved from last year where the gender split was 69% female to 31% males.

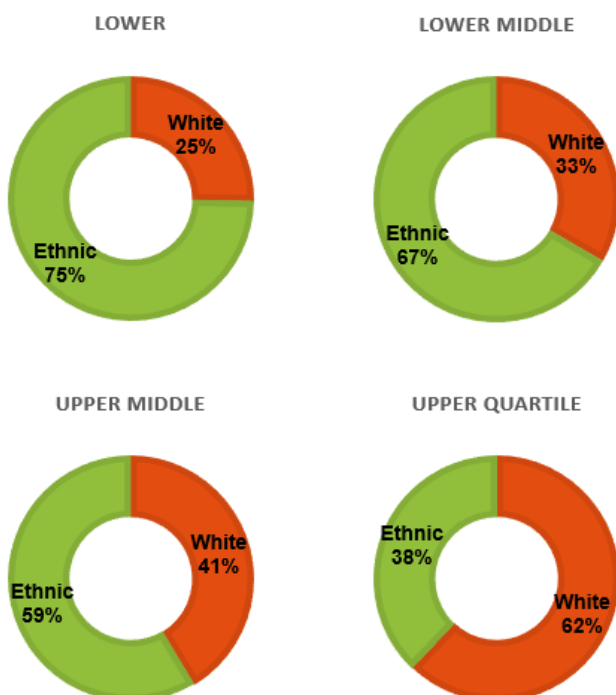
We awarded an equal sum of bonuses to all our employees, thus there was no differential between females and males for bonus allocation.

Ethnicity Pay Gap

The ethnicity pay gap is the difference between the average hourly pay between employees who are from ethnically minoritised communities. Our ethnicity pay gap results show that there is a differential of 19% in the mean hourly pay of employees from ethnically minoritised communities compared to their white UK colleagues. This is an increase of 7% from last year where it was 12%.

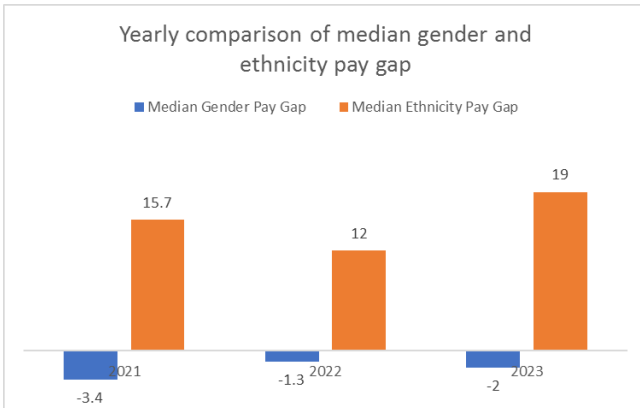
| Ethnicity Pay Gap | |
|---|---|
| Difference in median hourly rate of pay: | Difference in mean hourly rate of pay: |
| 0% | 19% |

Our employee ethnicity data broken down is 141 white UK employees and 197 ethnically minoritised employees. If we then break this data down further we have 35 employees from ethnically minoritised communities who are paid more than £11.00 an hour, this compared with 59 employees from White UK backgrounds who are on more than £11.00 an hour. Thus, 41% of employees from White UK backgrounds are paid higher than our base hourly rate of £11.00 compared to 17% of our employees from ethnically minoritised communities.



We have been growing as an organisation and have been successful in attracting higher numbers of staff from ethnically minoritised communities. The majority of our new recruits have been primarily Support Worker roles which pay £11 per hour, this would explain why we have a large ethnicity pay gap. We will continue to look at inclusive management development that enables staff from diverse backgrounds to progress to more senior roles in our organisation and have been successful in doing this over recent years through a proactive approach to Equity Diversity and inclusion.

Our median ethnicity pay gap is 0%. This is the difference in median hourly earnings between employees from ethnically minoritised communities and employees from White UK backgrounds. This is a positive position.



When reviewing the 2021 Census for Surrey, the residents by ethnic groups summary demonstrated that 85.5% of Surrey residents are White British (including English, Welsh, Scottish & N Irish) or White Other.

Statistically as an organisation 41% of our employees are from a white background, resulting in 58% of our employees being from an ethnically minoritised background.

We are continuing our work to ensure that we

take focused action to be representational of a diverse workforce in all areas of our business. We are also actively continuing our work to enhance the diversity representation of our Board.

We are proud to report our internal management promotion data is very positive. Of these, 46% are from the ethnic community. Out of all of our Service Managers 90% were internally promoted. Of those promoted internally 75% are from ethnically minoritised communities and all of our 5 senior managers in the Care & Support Team have been internally promoted with 40% from ethnically minoritised communities.

Disability Pay Gap

This is the difference between the average hourly pay between employees who are disabled and able-bodied employees. Our disability pay gap results show that there is a differential of 11% in the mean hourly pay of disabled employees compared to non-disabled employees. This is lower than the national average of 13.8%. At the time of reporting only 4% of our employees have shared that they define themselves as a disabled person.

We continue to look at how we can support greater representation of people with disabilities as employees. We have also established a specific number of paid employment roles for people we support to improve opportunities for work experience, as people are particularly disadvantaged in their access to the employment market.

| Disability Pay Gap | |
|---|---|
| Difference in median hourly rate of pay: | Difference in mean hourly rate of pay: |
| 0% | 11% |

We aim to be an employer of choice. We're proud of the focus we have put into encouraging a positive work-life balance post the COVID-19 pandemic. We have always enabled people to work flexibly wherever feasible. We support working parents by offering enhanced maternity and paternity leave, and Shared Parental Leave (SPL).

We strive to make the lives of the 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: _____

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.