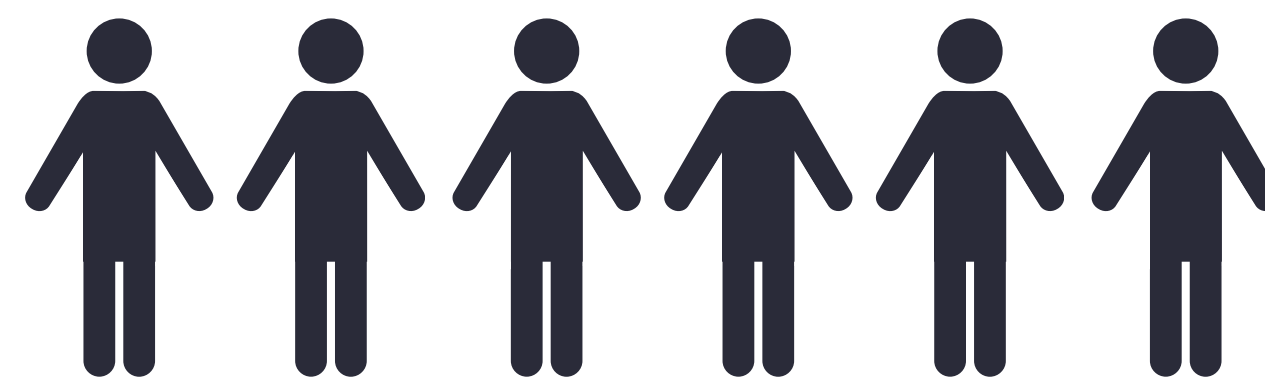
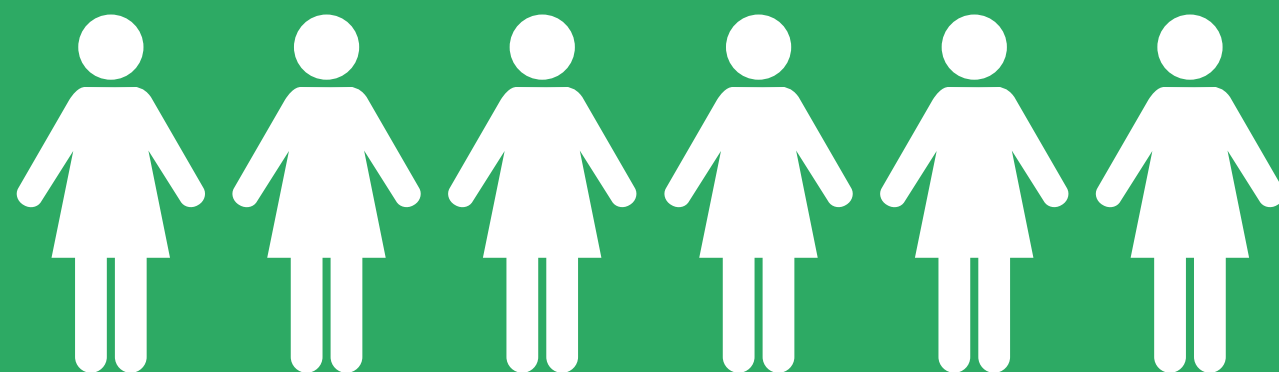


Gender Pay Gap Report 2024



Foreword

As part of the Health and Social Care industry in the UK, we are a little ahead of the curve in terms of workforce – the majority of Care organisations in the UK have a largely female workforce, with more women in Support Worker and Care Worker roles.

Skills for Care's 'The state of the adult social care sector and workforce in England' report in 2024 (skillsforcare.org.uk) confirmed that the sector gender balance is improving with 21% Men. At Achieve together we are proud to be ahead of this, with a workforce of 32% men and 68% women. There is, however, still a 7.8% gender pay gap in the health & social care sector (gov.uk). The gender pay gap in the sector is still much lower than the UK average of 13.1%.

The results of our Gender Pay Gap report for 2024, taken on the snapshot date of 5th April 2024, are an improvement on last year overall and I am delighted that our mean gender pay, whilst already low and better than sector and UK, has almost halved and is now 0.8% (reduced from 1.4% last year and 2.1% in 2022).

Lisa Cole,
Chief People Officer



Our Gender Pay Gap results

This year continues to show a small gap in mean gender pay but the gap is significantly smaller and continues to reduce at 0.8% (reduced from 1.4% last year and 2.1% in 2022).

The median gender pay gap is 3.4%, which is something we will continue to work to reduce. We are extremely proud of our female progression to management within the organisation, with 78% of our managers now women (up from 75% last year).

Mean gender pay gap



Median gender pay gap



Our quartile results

We are pleased to report that there have been improvements, as part of the improved gender balance in the workforce, to both the lower and lower middle pay quartiles. We continue to work to improve further the Upper and Upper Middle Quartiles to align more closely to our overall gender mix.



Percentage of men and women in each hourly pay quarter

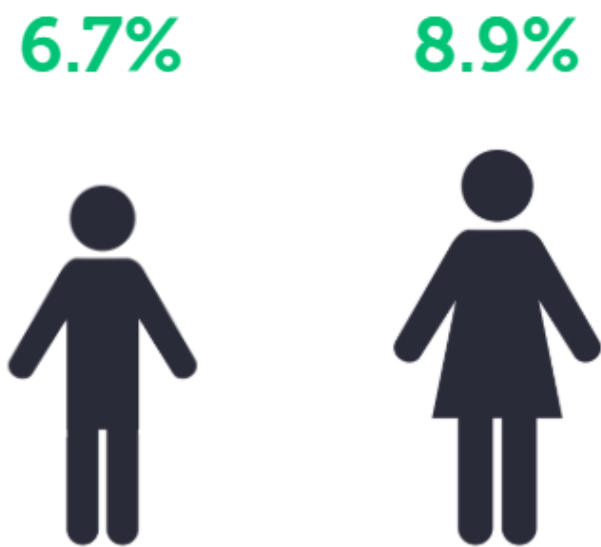


Our bonus results

When looking at the proportion of men (6.7%) and women (8.9%) that received a bonus within the 12-month period it has increased for both men and women (from 5.6% and 7.1% respectively last year). We have made good progress in bonus pay equality. The mean bonus pay gap is now 1.7% which has significantly reduced from last year (9.7%) and median bonus pay gap is negative at -40% meaning it is 40% higher for women, reflecting the high percentage of women in management positions (it was 0% in 2023).



Percentage of men and women who received bonus pay



Median bonus gap



Mean bonus gap



Our plans for the future

Looking ahead, we have additional plans to:

- ✓ Continue to develop and grow our Equality, Diversity and Inclusion network and increase support and programmes for underrepresented groups across all areas
- ✓ Run new values workshops for all managers and team members, with will include a focus on diversity, equality and kindness, to continue to develop a culture of inclusion
- ✓ Enhance our Rewarding Career Adventures framework and expand it to cover managers and our Community Hub colleagues
- ✓ In 2025, we will increase our minimum rate of pay in England above the National Living Wage, for the first time.

We understand that some of the changes we are putting in place will take time to impact the Gender Pay Gap reporting, but our Board and Executive Team is committed to Equality, Diversity and Inclusion and fair pay for all our team members.





I confirm that the gender pay and bonus gap calculations and the data provided for Achieve together Limited is accurate.

Zak Houlahan

Zak Houlahan

Chief Executive Officer

