

Gender pay report 2021



Introduction

As the largest and highest quality provider of specialist learning disability and complex care services in the UK, we take our responsibilities as an employer very seriously. The year covered by this, Voyage Care's fifth, annual Gender Pay report was overshadowed by the global COVID-19 pandemic which affected so many aspects of the care and support we provide, and the lives of all the Voyage Care family including our valued colleagues. Seeing our ETHOS values in action as our teams pulled together to keep people well, active and safe has been extraordinary and we are exceptionally proud of their superb response.

Everything we do as individuals, no matter our role in the organisation, is in service of our purpose; the delivery of great care and support. Our ability to improve the quality of life experience for the people we support is reliant on a dedicated and engaged team. In this period, we invested in the development of our People Strategy recognising that providing equal opportunities for our workforce is integral to our wider success and the achievement of our purpose.

Over three quarters of our workforce are women, including front line care and support teams and management. Representation of males and females is broadly consistent across all quartiles, indicating an equality of opportunity for all our employees.

We continue to improve our understanding of our gender pay data, and it's particularly positive to note that for the vast majority of our employees, there is no gender pay gap. We are pleased to see that we continue to compare favourably to the national average. The data in this report is an aggregate of Voyage Care group.

As an Executive Team we are proud of the many positives that come through in this report. We committed to building an inclusive culture that empowers people. The three pillars of our people strategy (recruit, engage and maximise) rightly focuses on putting in place the foundations to ensure a person's talent, and affinity with our values remain the key requirements for success at Voyage Care.

We can confirm our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

The Executive Team



Andrew Cannon
Chief Executive
Officer



Jayne Davey
Chief Operating
Officer



Amanda Griffiths
Director of Quality



Shaun Parker
Chief Financial
Officer



Matthew Flinton
Commercial Director

About us

Voyage Care is the leading specialist provider for people with learning disabilities and other complex care needs. We are proud of our unrivalled reputation for quality.

We are outcomes focused and believe every person should be supported to live the life they want to lead. Our valued colleagues are vital to us supporting people to achieve their personal goals.

95%

of our services have a Good or Outstanding rating from CQC in England. 100% of our registered services are rated overall compliant in Scotland and Wales.

We have 15 Outstanding services, or equivalent, with a further 13 having Outstanding elements.



1,538
people supported
in community services

1,868
people supported
in our residential care homes

Analysing the data

We are committed to equality by design and our data this year shows that for the majority of our employees there is no, or a very minimal, gender pay gap. We recognise there are more males in the most senior levels of our organisation, which accounts for the gap that does exist in the upper quartile data and in our mean bonus gap.

Hourly pay

Voyage Care's overall median gender pay gap (as at April 2021) is 1.3%, with a mean figure of 4.5%; a reduction from 5.1% in the prior year.

We continue to compare favourably to the national average and our 2021 figures represent an improved position compared to equivalent figures for 2020.

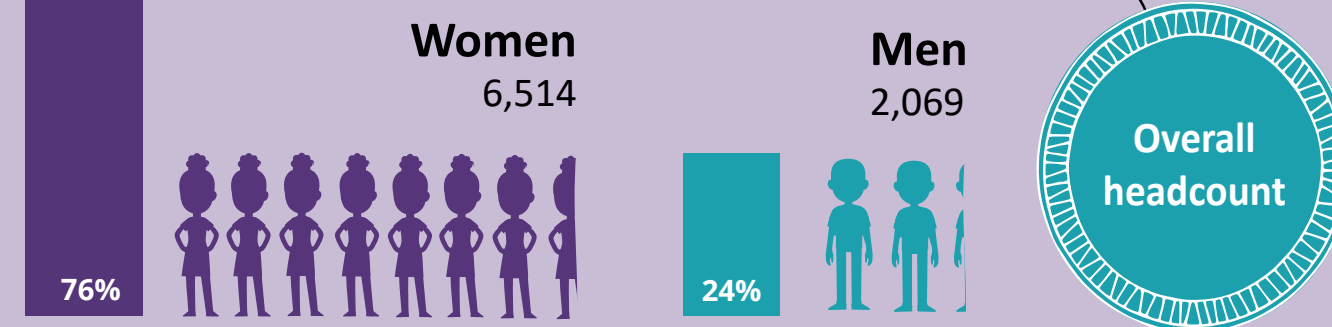
Hourly pay rates represent 99% of our total wage bill

Hourly
rate vs
bonus pay

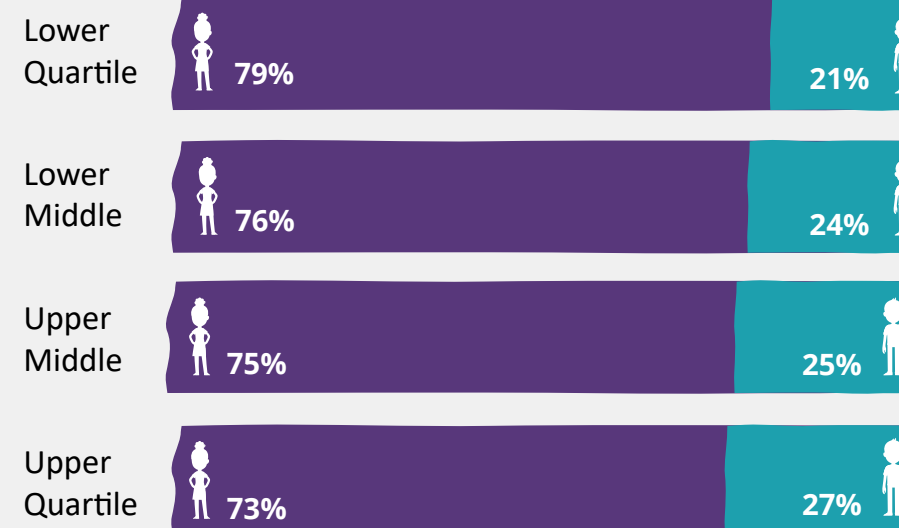
Bonus pay represents 1% of our total wage bill.

Bonus pay

Bonuses account for less than 1% of our total wage bill and were received by 5.8% of men and 5.4% of women. Our median bonus gap is 36% and our mean bonus gap stands at 64.3%.



Proportion of males and females by quartile band



Gender pay gap by quartile band

Mean rate Median rate

0.3% **0.0%**

-0.1% **-0.2%**

0.1% **-0.1%**

6.7% **-1.2%**

What do these figures mean?

A positive figure shows that female employees have lower pay or bonuses than male employees.

A negative figure therefore implies that male employees have lower pay or bonuses than female employees.

A percentage of zero shows no gap between the pay or bonuses of male and female employees.

Looking to the future

Our People Strategy sets out our roadmap for the coming years; it guides how we recruit, engage & maximise the right people. The strategy is central to our organisational development as it sets out the three key priorities and how we support our colleagues. A strong focus on equality, diversity and inclusion is woven through each of the priority areas.

We continue to look at all aspects of employment to support equality of opportunity for our people. We are committed to maintaining a fair and inclusive culture and already take the following steps to enable progression into the most senior roles in our organisation.



Equal opportunity recruitment and selection approach



Equality in career development and training opportunities



Flexible working arrangements where feasible- homeworking policy launched, supporting our new hybrid working model

