

# 3.6 Gender Pay report 2022



# 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 and focus on ensuring equality, diversity and inclusion are embedded throughout everything we do. The data in this Gender Pay report for the period 2021-22 shows that for the overwhelming majority of our employees there is no, or a very minimal, gender pay gap. Whilst we are pleased with the overall results and that we compare favourably to the national average, as well as other organisations in the health and social care sector, we continue to strive to understand our data further and do more to support our growing and diverse workforce.

Although precautions were beginning to lift, the year covered by this Gender Pay report was once again substantially overshadowed by the COVID-19 pandemic. The pandemic affected the lives of all the Voyage Care family including our valued colleagues as well as so many aspects of the care and support we provide. Over the last two years our colleagues have shown extraordinary resilience and commitment to keep people well, active and safe despite the challenges the health and social care sector faced. We feel enormous pride in being part of an organisation where our ETHOS values are so central to how we all engage with each other and those we support.

At Voyage Care, everything each of our colleagues does is in service of our purpose; the delivery of great care and support. Well supported, engaged and motivated employees are absolutely central to our ability to achieve this aim. In a people-driven sector such as social care, maintaining high quality stable teams to support the vulnerable people in our care is a priority. There continue to be considerable workforce pressures on the sector, which makes it even more critical we are seen as an employer of choice and that we continue to invest in attracting, developing and retaining the very best people.

Over three quarters of our workforce are women, including frontline care and support teams and management. Representation of men and women is broadly consistent across all quartiles, indicating an equality of opportunity for all our employees. The data in this report is an aggregate of the Voyage Care Group. We can confirm our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

As an Executive Team we are committed to building an inclusive culture that empowers people and ensure a person's talent, and affinity with our values remain the key requirements for success at Voyage Care. We are proud of the many positives that come through in this report and of the continued dedication of our valued colleagues to delivering great care and support.

## The Executive Team



We have a fantastic team who are amazing, driven and supportive to each other and that makes the service the best. We now also have great new manager in place, I am looking forward to the future!"

- Tracey Shaw, Senior Support Worker at Woodham Grange



## About us

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

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.



**1,907**  
people supported  
in residential services\*

**93.6%**  
occupancy in our  
residential services\*

**1,541**  
people supported  
in community settings\*

**101,000**  
average weekly  
hours of support in  
community settings\*



\*as at March 2022

## Analysing the data

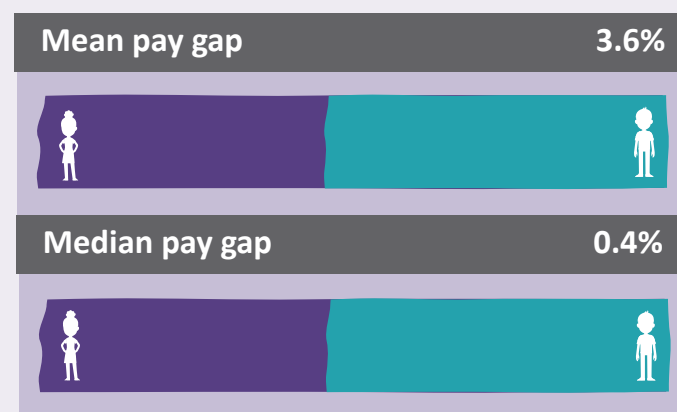
We are committed to equality by design and our data this year shows that for 99.6% of our employees there is no, or a very minimal, gender pay gap.

We recognise more men in the most senior levels of our organisation accounts for the gap that does exist in the upper quartile data and in our mean bonus gap, however we are encouraged to have seen performance sustained in other areas.

### Hourly rate

Voyage Care's overall median gender pay gap (as at April 2022) is 0.4%, with a mean figure of 3.6%, a reduction from a mean gap of 4.5% in the prior year.

We continue to compare favourably to the national average and our 2022 figures represent an improved position compared to equivalent figures for 2021 and 2020.



### Bonus pay

Bonuses account for approximately 1% of our total wage bill and were received by 13.5% of men and 14.2% of women.

There is no median gap (0%) in our bonus pay and our mean bonus gap stands at 56.9%, a 7.4% reduction on the prior year.



1% of total wage bill

### Proportion of men and women by quartile band



### Gender pay gap by quartile band

	Mean rate	Median rate
Lower Quartile	0.2%	0.6%
Lower Middle	0%	-0.1%
Upper Middle	-0.1%	0%
Upper Quartile	9.2%	1.7%

## Overall headcount



### 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, retain and develop the right people. The strategy is central to our organisational development as it provides a framework for how we support our colleagues to achieve their potential with us. We continue to look at all aspects of employment to support equality of opportunity for our people. A strong focus on equality, diversity and inclusion (EDI) is woven through each of the priority areas of the strategy and this is being driven forward by our EDI Committee which is made up of representatives from across the organisation.

Our people are our greatest asset and we are rolling out a number of new policies and initiatives in the coming months which further strengthen our offer to all colleagues regardless of gender. However, as over 75% of our workforce are women these have a particular focus on doing more to attract and retain women at all stages of their career. This includes a new family leave policy, a strengthening of our approach to flexible working arrangements, an updated bullying and harassment policy and a new menopause policy. 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**

