

Gender Pay report 2023



Introduction

Voyage Care is both the largest and highest quality provider of specialist learning disability and complex care services in the UK. We take our responsibilities as an employer, including in relation to equality, diversity and inclusion, very seriously. The data in this Gender Pay report for the period 2022-23 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.

Maintaining high quality stable teams to support the vulnerable people in our care is always a priority. COVID-19, Brexit and the cost of living crisis have added to the sustained workforce challenges in the social care sector, already under pressure from long-term underfunding by the government. Against this backdrop it is even more critical that we continue to develop our employee value proposition. The sustained investment we make in our people recognises that attracting and retaining the very best talent is vital to us achieving our purpose of delivering great care and support.

Almost three quarters of our workforce are women across both care and support teams and management roles. Representation of men and women is broadly comparable across all quartiles, consistent with an equality of opportunity for all our employees. The data in this report is an aggregate of gender pay data across all employees employed by a Voyage Care group company. We can confirm our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

We are committed to becoming the employer of choice in the specialist care sector, and are continuing to build an inclusive culture that empowers people - a person's talent and affinity with our values remain the key requirements to thrive in a career at Voyage Care. Our achievements in relation to equality have been consistently demonstrated in our gender pay reporting over recent years. We feel enormous pride in being part of an organisation where our **ETHOS values** are so integral to how we all engage with each other, and we thank our colleagues for their passion and dedication to ensuring those we support live meaningful and fulfilled lives.

Andrew Cannon - CEO, & The Executive team



"I'm proud to be part of this team, and we'll continue to make sure that the people we support receive the best care from our team!"

- Vicky, Field Care Manager at Cambridge City DCA



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.

92%

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

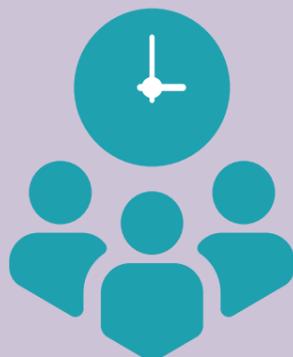


1,900 people supported in residential services*

92.9% occupancy in our residential services*

1,495 people supported in community settings*

105,000 average weekly hours of support in community settings*



*Data correct as at 31 March 2023

Analysing the data

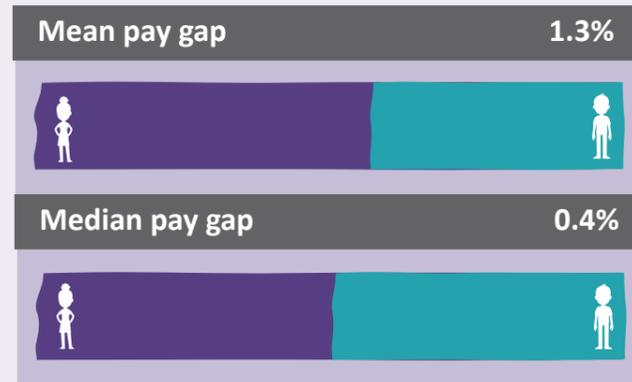
We are committed to equality by design and our data this year shows that for 99.5% of our employees there is no, or very minimal, gender pay gap.

We recognise more men in the most senior levels of our organisation accounts for the gap in the upper quartile data and in our mean bonus gap, and we remain committed to ensuring our approach to recruitment, career development and flexible working supports our commitment to equal opportunity and diversity at all levels.

Hourly rate

Voyage Care's overall median gender pay gap (as at April 2023) is 0.4%, with a mean figure of 1.3%, a reduction from a mean gap of 3.6% in the previous year.

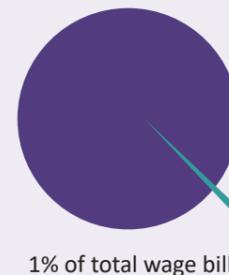
We continue to compare favourably to the national average and our 2023 mean pay gap represents an improvement in our position compared to the prior year and our median pay gap has remained consistent with 2022.



Bonus pay

Bonuses account for 1% of our total wage bill and were received by 16.5% of men and 16.3% of women.

There is no median gap (0%) in our bonus pay and our mean bonus gap stands at 54.5%, a 2.4 percentage point reduction on the previous year.



Proportion of men and women by quartile band



Gender pay gap by quartile band

	Mean rate	Median rate
Lower Quartile	0%	0%
Lower Middle	0.1%	0.1%
Upper Middle	0.1%	0.1%
Upper Quartile	2.7%	-0.7%

Overall headcount



What do these figures mean?

A positive figure shows that women have lower pay or bonuses than men. A negative figure therefore shows that men have lower pay or bonuses than women.

A percentage of zero shows no gap between the pay or bonuses of men and women.

Mean
The average of all the numbers.

Median
The middle number, when in order.

Looking to the future

We promote a fair and inclusive culture and are committed to becoming the employer of choice in our sector. As around 75% of our workforce are female, we maintain a particular focus on developing and supporting women at all stages of their career.

Our investment in our people is continuing at pace, with a number of activities underway in the coming months to support the attraction, retention and development of the very best talent, regardless of gender, including:

- Responding to feedback received from our first company wide engagement survey. We will be analysing the impact of gender in the survey results to inform future initiatives.
- Publishing an equality, diversity and inclusion (EDI) strategy. This has been developed over the last year with input from our EDI working group and feedback from colleagues across the organisation.
- Revising our flexible working policy to develop the commitment to accommodating variable work schedules where feasible. Flexible working is available for all colleagues and is promoted throughout all stages of the employee life-cycle.
- Launching the Voyage Care Academy to further embed a development culture and support all colleagues to achieve their potential with us. Our leadership programmes are offered to up-and-coming colleagues based on their aptitude, regardless of gender.

A commitment to supporting equality of opportunity for our people is integral to our developing employee value proposition and equality, diversity and inclusion are woven through the promise we make to our colleagues.

