

Focus Care Supported Living Pay Gap Report 2023/24

Introduction:

Focus Care Supported Living offers supported living services within a Housing with Care (HwC) model. We serve individuals with learning disabilities, mental health disorders, autistic spectrum disorders, acquired brain injuries, challenging behaviours, and those with profound and complex needs. Our extensive national presence and continuous growth emphasise our commitment to providing exceptional care and support. Our company embody the principle of "Ubuntu" – I am because we are.

In our recruitment process, we are committed to hiring individuals with the right mix of talent, skills, and potential to deliver first-class care to service users. We adopt a competency and values-based approach, ensuring that all appointments and internal promotions are based solely on merit.

Equality and Diversity Statement:

Focus Care Supported Living is steadfast in its commitment to fostering an inclusive culture that celebrates diversity in all its forms. We recognize the inherent dignity of every individual and are dedicated to ensuring equitable treatment for all, irrespective of age, gender, ethnicity, disability, religion or belief, sexual orientation, marital status, or any other characteristic protected by law.

We are particularly mindful of the unique challenges faced by Black, Asian, and Minority Ethnic (BAME) individuals, people living with disabilities, and members of the LGBTQ+ community. Our mission is to create a nurturing environment where the rich tapestry of human diversity is not just accepted but embraced, where every voice is heard, and where every person is empowered to reach their highest potential.

At Focus Care Supported Living, promoting equality and diversity is more than a legal obligation—it is a moral imperative that guides our actions and shapes our future. We are dedicated to this journey and will relentlessly pursue the realisation of a truly inclusive society.

Overview:

The gender pay gap measures the difference in average earnings between men and women across a company, regardless of their roles or levels of seniority. This is distinct from equal pay, which ensures that men and women receive the same compensation for performing work of equal value.

Objective: To analyse the gender pay gap across Focus Care Supported Living for the fiscal year 2023/24.

Data Collection and Analysis

Data Collection:

Employee and payroll data collate for fiscal year 2023/24 for all employees, including full-time, part-time, and temporary staff.

Data included information on gender, job role, basic pay, and working hours.

Data Segregation:

The data was separated based on employee gender to facilitate the analysis. Calculate Mean and Median Pay between genders.

Mean Pay Gap: The mean pay gap represents the average difference in hourly pay between men and women. The mean pay gap is the difference between these averages, expressed as a percentage of men's average pay.

$$\text{Mean Pay Gap} = \left(\frac{\text{Average Male Pay} - \text{Average Female Pay}}{\text{Average Male Pay}} \right) \times 100$$

Median Pay Gap: The median pay gap represents the midpoint difference in hourly pay between men and women. The median pay gap is the difference between these midpoints in the range of hourly pay for men and women, expressed as a percentage of the male midpoint.

$$\text{Median Pay Gap} = \left(\frac{\text{Median Male Pay} - \text{Median Female Pay}}{\text{Median Male Pay}} \right) \times 100$$

Quartile Analysis: The workforce was divided into four groups based on hourly pay rates and in turn the proportion of men and women in each quartile.

Quartile Distribution: Assess the percentage of men and women in each quartile of the pay range.

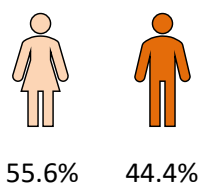
Gender Pay Reporting

We are committed to non-discrimination on the grounds of gender and comply fully with the Equality Act. Due to the nature of our industry, our workforce consists predominantly of females (55.6%) compared to males (44.4%).

Gender Pay Gap Statistics for Focus Care Supported Living and findings on mean and median pay gaps and quartile distributions- detailed below:

Staff Numbers:

Between 1st April 2023 and 31st March 2024, Focus Care Supported Living had a total of 412 employees, comprising 229 females and 183 males. These numbers include staff who joined or left the organization during this 12-month period.

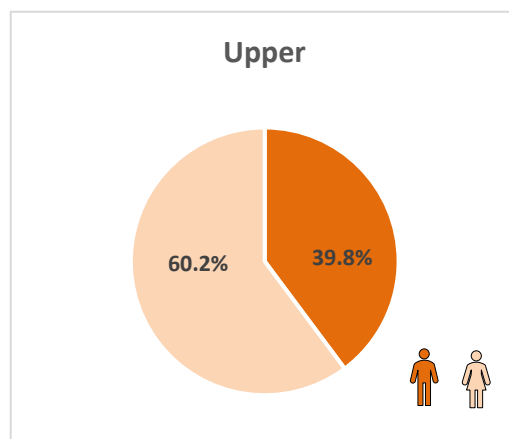
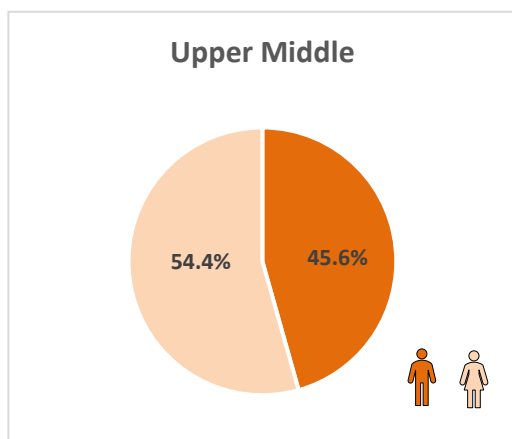
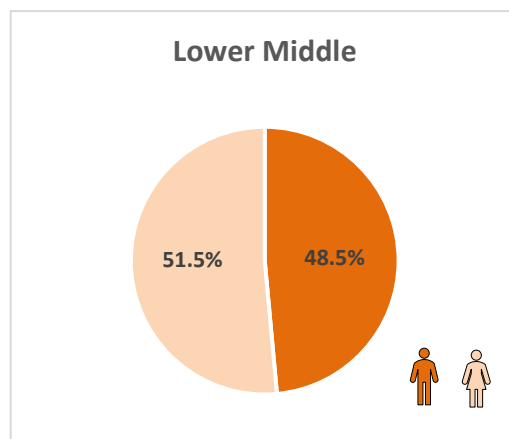
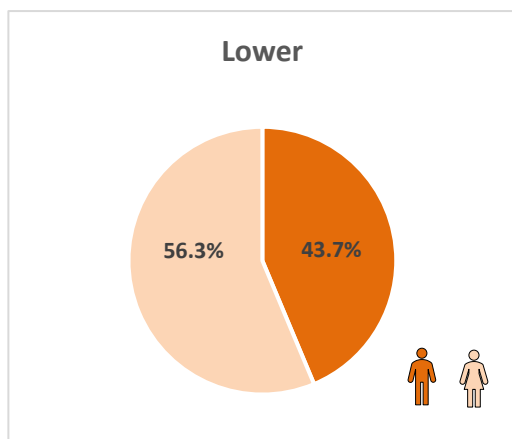


Mean and Median Pay Gap

Mean Pay Gap	- 1.49%	- the negative figure, shows that pay gap favours females
Median Pay Gap	0.00%	- there is no difference in median pay between the sexes
National Average	14.3% (ONS 2023)	- (Previous year 14.9% (ONS 2022))

Proportion of Males and Females in Pay Quartiles

This was calculated by ordering the hourly rate of pay from lowest to highest and group the workforce into four pay quartiles. Each quartile had 103 employees.



Quartile	Males	Females
Lower	43.7%	56.3%
Lower Middle	48.5%	51.5%
Upper Middle	45.6%	54.4%
Upper	39.8%	60.2%

Analysis of Pay Gap Progression Over the Years

As this is Focus Care Supported Living's initial Gender Pay Gap report, there is no prior data available for comparison. However, future reports will analyse the progression and closing the gender pay gap over past years.

Results and Key Points:

Negative Mean Pay Gap: The average hourly pay for females is 1.49% higher than for males, reflecting industry norms with a predominantly female workforce.

- **Role Distribution:** The gender pay gap is influenced by Role Distribution, however as we have a larger workforce of women generally it reflects the same in lower-paid roles such as Support Workers and administration staff, however women are well-represented at leadership levels, including the Executive Team.
- **Gender-Blind Hiring:** Hiring processes do not consider the gender of applicants, ensuring fairness.
- **Employee Engagement:** An employee steering committee regularly communicates with HR to address concerns and suggestions brought forward from the workforce.
- **Professional Development:** The company offers staff development programs such as the "Leadership and Management Framework."
- **Succession and Talent Planning:** A fair and balanced approach to succession planning ensures gender balance in promotions, resulting in many internal promotions to leadership roles.
- **Understanding the Gap:** Identify causes such as occupational segregation or part-time work patterns. The gender pay gap is influenced by a higher proportion of women in the workforce, which is typical for the industry.
- **Compliance:** Adhere to local laws and regulations on gender pay gap reporting.
- **Action Steps:** Address the gender pay gap by promoting diversity, reviewing pay policies, and enhancing career development opportunities for both men and women alike, based on merit.
- **Review and Update:** Regularly review and update the report to track progress and adjust strategies as needed.
- **Monitoring:** Continuously monitor the effectiveness of initiatives aimed at reducing the gender pay gap.