

Affinity Trust Gender Pay Gap Report 2024

Affinity Trust is a national charity providing person-centred support for people with learning disabilities across England and Scotland.

The following report has been produced in compliance with the Equal Pay Act 2010 (Gender Pay Gap Information) Regulations and provides our results of the statutory calculations based on the snapshot date of 5th April 2024. These compare the average hourly earnings of female workers in comparison with the average hourly earnings of male workers regardless of roles.

Gender Pay Gap Calculation Results

Gender Pay Gap

Mean 0.47%
Median 2.43%

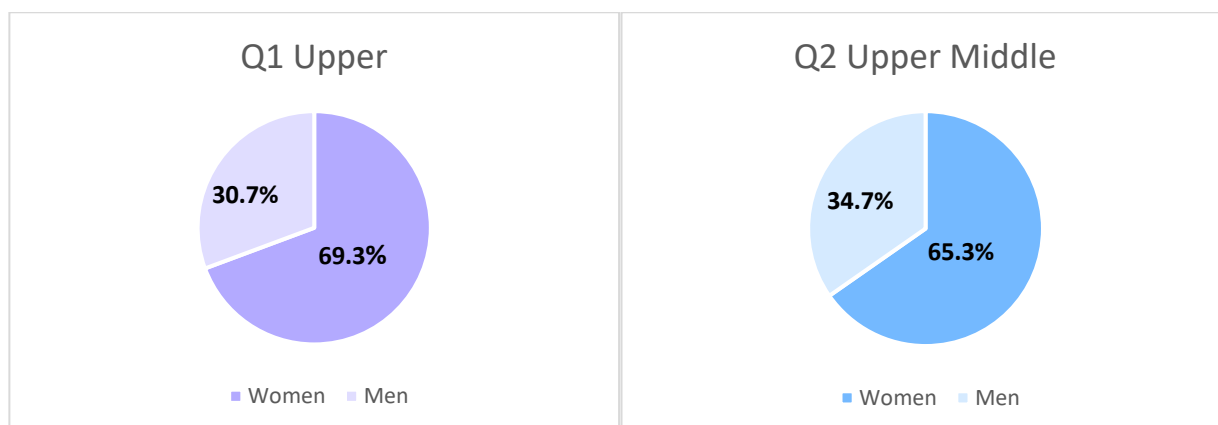
Gender Bonus Pay Gap

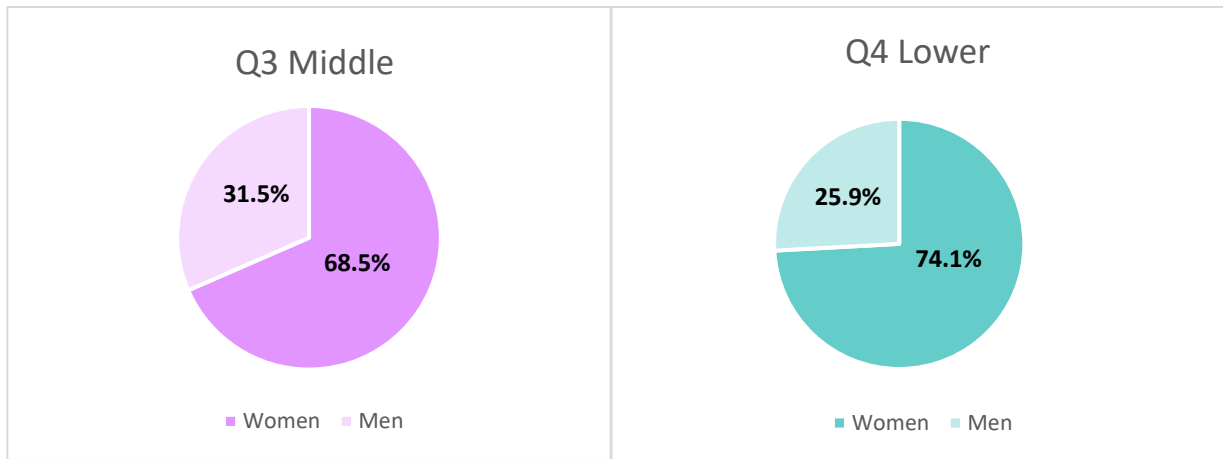
Mean -17.24%
Median 0%

Proportion of men receiving a bonus 35%
Proportion of women receiving a bonus 36%

*includes payments for long service and recognition bonuses

Percentage of women and men in each pay quartile





Narrative

At the time the data was drawn for this report women accounted for 69.49% of our workforce up marginally on the previous year. Whilst the Median pay gap has grown very slightly from 2023 to 2.43% (from 2.17%) it still remains well below the national average at 7.00%.

Our pay quartiles have remained reasonably consistent with the previous year although a more significant decrease of males in the lower quartile, dropping from 28.76% last year to 25.9% this year.

We seek to promote gender equality and our strategic aims and values support inclusivity.