

## Anchor Hanover Gender Pay Gap Report 2019/20

At Anchor Hanover, we provide care and housing to older people at 1,700 locations across England and are committed to principles of equality, fairness and inclusion.

For the purpose of Gender Pay reporting for this year, Anchor Hanover is recognised as two separate entities; Anchor Hanover Group and Anchor Care Homes (ACH). Anchor Hanover Group incorporates head office/support roles such as finance, IT, HR, construction and property development, in addition to customer facing roles. ACH employs only customer-facing care colleagues.

Results for both have been published on the Government website, and the key figures are set out below:

### Anchor Hanover Group (*Excluding Anchor Care Homes*)

Below is the overall gender pay statistics summarised

1. The difference in the **mean pay** between female and male individuals; women's hourly rate is 20.8% **lower** than men (increase from 20.4%).
2. The difference in **median pay** between females and males; women's hourly rate is 9.93% **lower** than men (An increase from 6.6%).
3. The difference in the **mean bonus pay** between females and males; women's bonus is 72.28% **lower** than men (An increase from 62.2%)
4. The difference in the **median bonus pay** between females and males; women's bonus is **55.94% lower** than men (A decrease from 64.9%)
5. The proportion of males and females who received bonus pay; **4.3%** of women receive bonus pay, and **3.9%** of men receive bonus pay
6. The number of males and females in each quartile of their pay distribution is shown in

Table 1 below.

Quartile	Men (Last Reported)	Women (Last Reported)
Upper	<b>27.4%</b> (21.7%)	<b>72.6%</b> (78.3%)
Upper Middle	<b>14.8%</b> (12.7%)	<b>85.2%</b> (87.3%)
Lower Middle	<b>10.1%</b> (14.1%)	<b>89.9%</b> (85.9%)
Lower	<b>17.7%</b> (15.1%)	<b>82.3%</b> (84.9%)

**Table 1: Male and female pay distribution by quartile**

## Anchor Care Homes

Below is the overall gender pay statistics summarised

1. The difference in the **mean pay** between female and male individuals; women’s hourly rate is **2.63% lower** than men (An increase from 0.3%)
2. The difference in **median pay** between females and males; women’s hourly rate is **the same as** men (A decrease from 9.6%)
3. No bonuses were paid to this population of employees
4. The number of males and females in each quartile of their pay distribution is shown in

Table 1 below.

Quartile	Men (Last Reported)	Women
Upper	7.4% (9.7%)	92.6% (90.3%)
Upper Middle	6.0% (8.0%)	94.0% (92.0%)
Lower Middle	7.4% (6.3%)	92.6% (93.7%)
Lower	16.5% (11.7%)	83.5% (88.3%)

**Table 1: Male and female pay distribution by quartile**

## Summary

The past 12 months, following the merger of Anchor and Hanover Housing Association, has focussed heavily on integration activities with many roles and opportunities going to those colleagues who have been at risk due to restructuring, except for vacancies at a senior level and continuing vacancies in Care. However, we are now better able to consider ways of influencing the gap in a more positive way and will be working with the Equality, Diversity and Inclusion Manager (a newly created role) to support positive action this year.

Some examples of ongoing activity include:

- reviewing our recruitment strategy overall, including the intention to implement mixed recruitment panels where possible
- attracting more male candidates into Care roles
- attracting more females into technical roles in Property and IT
- a more targeted approach with schools, colleges and universities in attracting talent and apprenticeships;
- demonstrating and widely promoting our values of being an employer that supports diversity and inclusion;
- all roles benchmarked as part of the merger and restructure activity with the intention that all colleagues are paid within a range of 80% - 120% of the market data;
- addressing any pay drift that may have occurred historically – this was reviewed as part of our restructuring activity when colleague salary discrepancies were addressed as colleagues moved onto Anchor Hanover terms and conditions.

We anticipate the impact of all this will be seen in future years reporting figures.