

Gender Pay Gap Report

This report is based on data as at 5th April 2019.

The business did not pay a bonus and as such there is no requirement to report on this.

Key facts:

Our gender pay gap for all employees was 19.1%. This means that on average women are paid 19.1% less than men.

Accord has a very diverse workforce, covering numerous disciplines from Care through to Construction.

The workforce is predominately female (82%) and whilst well-represented in all quartiles there is a skew towards lower paid roles, which are predominately in our care business, because these offer greater flexibility in hours.

Pay rates in the social care industry are guided by National Living Wage (NLW) and local authority funding structures that are in place. The NLW increases each April are greater than the cost of living increases that are processed for colleagues paid in excess of the living wage. In addition to which enhanced hourly rates are offered to colleagues who would otherwise be on the NLW who have passed their probation periods, which offers an even greater percentage increase. Our gender pay gap results should be considered in the context of this.

Accord is committed to pay equality. Salaries are awarded based on the position which colleagues fulfil and are not based on gender or any protected characteristic. Pay grades and hourly rates are regularly reviewed against market rates. The gender pay gap is not about equal pay and should not be confused with this.

Accord has a number of historical terms and conditions of employment, all of which are protected through TUPE. These historical differences, along with the transfer of colleagues, sometimes from other sectors, through TUPE impact on our gender pay gap. The business has an inability to make changes to salaries in such circumstances.

Accord will monitor our mean gender pay gap and will report progress annually in line with legal obligations. As a large local employer supporting the jobs economy, Accord remains committed to providing fair and equitable terms for all colleagues, including a range of flexible working opportunities to help meet work life demands. Our aims are included in our Fairness report which is available on our website.

I confirm that the data reported is accurate.

Dr Chris Handy,
Accord Chief Executive



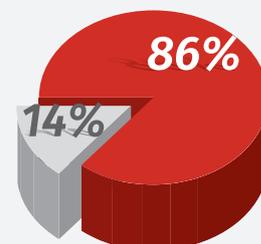
Accord

Mean (Average)	Median (Middle)
19.1%	7.8%

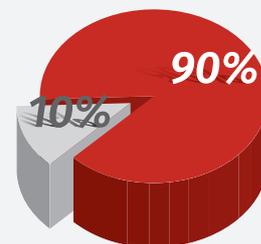
Accord Pay Quartiles

The following images illustrate the gender distribution at Accord across four equally sized quartiles.

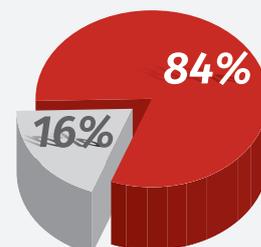
Quarter 1



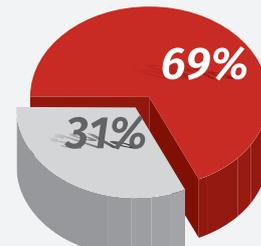
Quarter 2



Quarter 3



Quarter 4



Female Male