

Gender Pay Gap Report

This report is based on data as at 5th April 2018.

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

Key facts:

Our results are consistent with the national UK average, for all employees, which was 17.9%. This means that women are paid **17.9%** less than men.

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

The workforce is predominantly female (76%) and whilst well-represented in all quartiles there is a skew towards the lower paid roles that also offer greater flexibility in hours such as those found in Care.

Pay rates in the social care industry are guided by national living wage and local authority funding structures that are in place. 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 other protected characteristic. Pay grades and hourly rates are regularly reviewed and are based on market rates. **The gender pay gap is not about equal pay and should not be confused with this.**

Accord has undergone a change in structure which means that each of the seven subsidiaries has transferred into Accord. Each of these subsidiaries has their own unique 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 our 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 annual Fairness report which is available on our website.

I confirm that the data reported is accurate.



Dr Chris Handy,
Accord Chief Executive



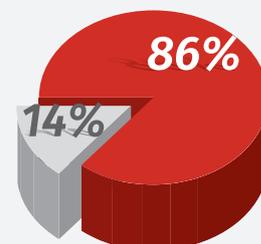
Accord

Mean (Average)	Median (Middle)
18.82%	5.59%

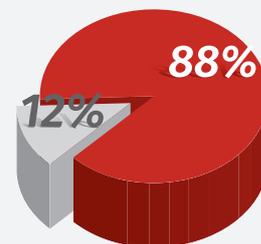
Accord Pay Quartiles

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

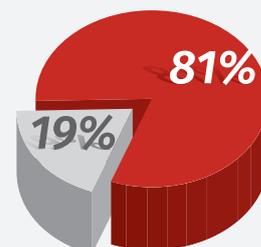
Lowest



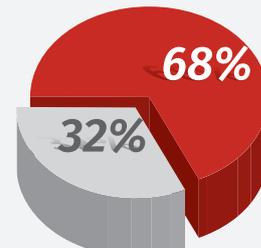
Quartile 2



Quartile 3



Highest



Female Male