

Gender Pay Gap

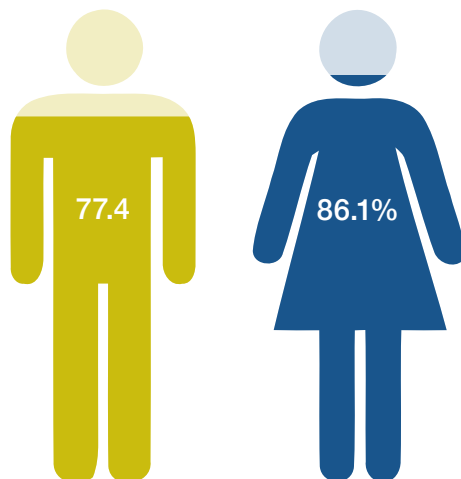
Published March 2020, compiled using April 2019 data.

At Age Partnership we remain committed to reducing our gender pay gap. Since last year's report we have reduced our mean and median gender pay gap hourly rate of pay by 4.5% and 5.2% respectively.

	Mean	Median
Difference in hourly rate of pay	22.8%	21.6%

The above figures show the hourly rate of pay difference between males and females at Age Partnership during an April 2019 snapshot.

Percentage of employees receiving a bonus



	Mean	Median
Difference in bonus pay	49.4%	56.5%

Percentage of employees receiving a bonus by gender and the difference in bonus pay during the period April 2018 – April 2019.

Pay quartiles

Quartile	Male	Female
Top	80%	20%
2nd	61%	39%
3rd	61%	39%
Bottom	42%	58%

The quartile information shows the gender pay distribution in four different sections of the business at Age Partnership during the period April 2018 - April 2019.

Since last year's gender pay gap report, headline figures show a significant drop in the difference in hourly rate of pay between males and females, both in calculations of mean and median. Reducing the mean figure by 4.5% and the median figure by 5.2% shows we have made some progress. Whilst this is a positive indicator, we are aware that there is still work to be done to achieve parity in hourly pay rates between male and female employees at Age Partnership.

As with our previous gender pay gap reports, we can confirm that all employees at Age Partnership who carry out the same roles are paid the same rate of pay, regardless of gender. This applies to all departments company wide.

Quartile data shows that we have a lower percentage of female employees in the bottom two quartiles, with a significant increase in the second quartile, indicating that female employees are moving up through the pay scales and achieving greater seniority.

Small drops in bonus gap, both in mean and median figures are in line with the reduction in hourly regular salary gap. A higher percentage of females receive a bonus of some description, albeit the average size of payment is still significantly lower, though heading in the right direction.

You will see that there has been no change in overall gender balance at Age Partnership, remaining 60/40 in favour of male colleagues.

To address the historical gender imbalance withing the wider financial services industry, as part of our HR Strategy we are specifically looking at improving diversity, both in-terms of attracting new candidates and the development opportunities of our existing workforce. We are committed to working towards a long-lasting reduction in pay gap and an increase in representation of women at Age Partnership in the long term.

I can confirm that the data and information compiled in the document is accurate.



Julia Edwards
Head of Human Resources