



Anchor Hanover Gender Pay Gap Report 2018

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.

We were formed towards the end of 2018, with the merger of Anchor and Hanover. Overall, the organisation employs more than 10,000 people.

For the purpose of Gender Pay reporting for this year, Anchor Hanover is recognised as three separate entities; Anchor Trust, ACH (Anchor Care Homes) and Hanover Housing Association. Results for all three have been published on the Government website.

Both Anchor Trust and Hanover Housing Association incorporate head office/support roles such as finance, IT, HR, construction and property development, in addition to customer facing roles. ACH was acquired in 2015 and remains a separate legal entity employing only customer facing care colleagues.

As a newly-merged organisation, we will look closely at what actions may help to reduce the pay gap and diversify the workforce. We will incorporate these into our people plan and other aspects of the business plan to ensure we address issues. In particular, this will involve a push on attracting men into front line care roles, women in senior property and IT roles and women returners in to senior roles. The key figures are as set out below:

Anchor Trust & Anchor Care Homes (ACH) Main Gender Pay Statistics

1. The difference in the **mean pay** between female and male individuals; women's hourly rate is 19.8% **lower** than men (increase from 17.3% in 2017).
2. The difference in **median pay** between females and males; women's hourly rate is 3.8% **lower** than men (decrease from 6.9% in 2017).
3. The difference in the **mean bonus pay** between females and males; women's bonus is 63.6% higher than men (an increase from **16.5% in 2017**)
4. The difference in the **median bonus pay** between females and males; women's bonus is 64.9% **lower** than men) an increase from 11.5% in 2017)
5. The proportion of males and females who received bonus pay; **2.8%** of women receive bonus pay, and **0.4%** of men receive bonus pay
6. The number of males and females in each quartile of their pay distribution is shown in the table below.

Quartile	Men	Women
Upper	20.9%	79.1%
Upper Middle	12%	88.0%
Lower Middle	12.8%	87.2%
Lower	14.6%	85.4%

Male and female pay distribution by quartile

Anchor Trust (Excluding ACH)

1. The difference in the **mean pay** between female and male individuals; women's hourly rate is 20.4% **lower** than men (increase from 17.5% in 2017).
2. The difference in **median pay** between females and males; women's hourly rate is 6.6% **lower** than men (decrease from 8.7% in 2017).
3. The difference in the **mean bonus pay** between females and males; women's bonus is 62.2% **higher** than men (An increase from 16.5%)
4. The difference in the **median bonus pay** between females and males; women's bonus is **64.9% lower** than men (An increase from 11.1%)
5. The proportion of males and females who received bonus pay; **3.1%** of women receive bonus pay, and **0.5%** of men receive bonus pay
6. The number of males and females in each quartile of their pay distribution is shown in the table below.

Quartile	Men	Women
Upper	21.7%	78.3%
Upper Middle	12.7%	87.3%
Lower Middle	14.1%	85.9%
Lower	15.1%	84.9%

Male and female pay distribution by quartile

Anchor Care Homes (ACH)

1. The difference in the **mean pay** between female and male individuals; women's hourly rate is **0.3% higher** than men (A decrease from 2.3% in 2017)
2. The difference in **median pay** between females and males; women's hourly rate is **9.6% higher** than men (A decrease from 0.6%)

3. No bonuses were paid to this population.
4. The number of males and females in each quartile of their pay distribution is shown in the table below.

Quartile	Men	Women
Upper	9.7%	90.3%
Upper Middle	8.0%	92.0%
Lower Middle	6.3%	93.7%
Lower	11.7%	88.3%

Male and female pay distribution by quartile

Hanover

1. The difference in the **mean pay** between female and male individuals; women's hourly rate is 24.5% **lower** than men (Decrease from 29% in 2017).
2. The difference in **median pay** between females and males; women's hourly rate is 13.6% **lower** than men (decrease from 26.2% in 2017).
3. No bonuses were paid to this population.
4. The number of males and females in each quartile of their pay distribution is shown in the table below.

Quartile	Men	Women
Upper	44.4%	55.6%
Upper Middle	21.6%	78.4%
Lower Middle	16.1%	83.9%
Lower	17.1%	82.9%

Male and female pay distribution by quartile