

2023/2024 Gender Pay Gap Statement

Diverse Abilities are proud to be an employer who attracts a diverse workforce and employs people from a variety of different ages, backgrounds and nationalities.

We ensure equality in all of our policies and are committed to making sure that our staff receive the same pay for the same role regardless of gender. Equal opportunities are given for management development opportunities across all employees.

Due to the nature of our work, and the Health and Social care sector in general, we have a predominantly female population.

This female to male ratio is increased further as some of our roles can only be filled by females due to 'genuine occupational reasons' due to the choices of the people we support.

Due to the nature of our positions, we are able to offer flexible working with various different shift patterns across the majority of our services. This tends to fit well around other responsibilities, such as childcare. This flexibility is reflected by the higher percentage of women we see in roles across our organisation.

The data we have been requested to report is from April 2024.

A handwritten signature in black ink, appearing to be 'Mark Powell', written in a cursive style.

Mark Powell

CEO

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Total Employees
= 277

Total Female
= 236

Total Male
= 41

Average Gender pay gap

Our gender pay report reflects the dynamics in our workforce. Our employees are predominantly support workers headed by a small management team which is evident in the spread across the quartiles.

The split in the lower middle quartile indicates the spread of employees working in our Short Breaks Crew which is a service providing support to families in school holidays and where the gender split differs.

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The below chart illustrates the gender distribution across Diverse Abilities workforce in four equally sized quartiles.

	Women	Men
Lower Quartile	92.5%	7.5%
Lower Middle Quartile	29.9%	70.1
Upper Middle	84.4%	15.6
Top Quartile	84.4%	15.6%