

Gender Pay Report April 2022

As part of the Government's statutory requirement for organisations with 250 or more employees to report annually on their gender pay. Vibrance has undertaken an extensive Gender Pay audit and has published the results of this work on both the organisation and government websites.

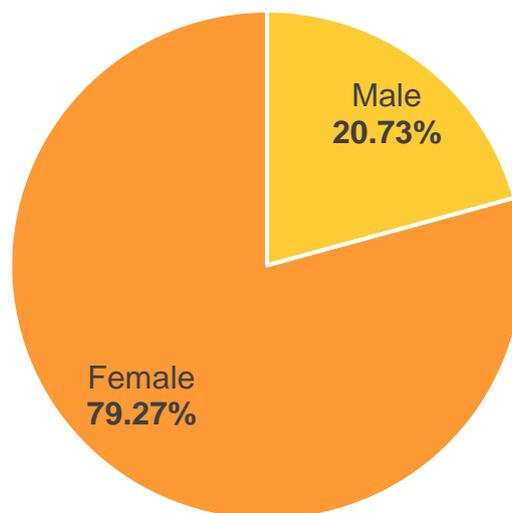
In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Vibrance's 'snapshot' report covers April 2021 and comprises of calculations that show the difference between the average earnings of men and women.

Vibrance workforce by gender

Vibrance is a diverse organisation with a predominantly female workforce and we are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Vibrance understands it is unlawful to pay people unequally because they are a man or a woman. Furthermore, Vibrance is committed to removing unfair bias practices, by firstly recognising what unfair bias is, recognising how unfair bias effects how we support people who use our services, and lastly providing awareness training for managers and staff in order to ensure unfair bias does not feature in our recruitment and in work support practices.

As of April 2021, Vibrance's full pay relevant workforce comprised of 305 females (79.27%) and 77 Males (20.73%)

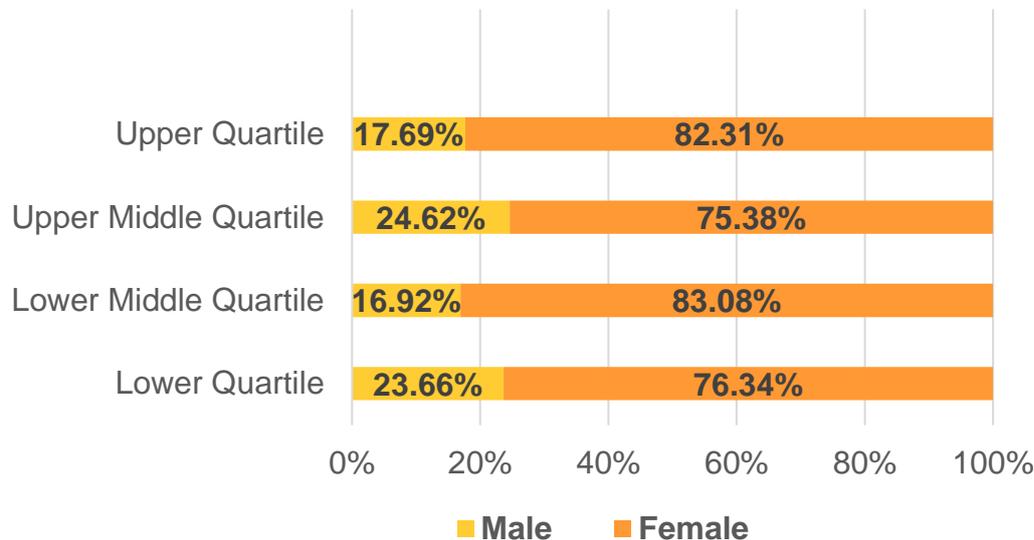


■ Male ■ Female

Factors affecting Mean averages and outcome

In Vibrance's Mean average within each quartile, female staff in lower quartile are paid higher than male staff. There is a difference in Mean average pay among the first 3 quartiles with a significant difference in quartile 4.

Table 1 Depicts Vibrance's workforce divided into four quarters based on hourly pay rates, including the lowest-paid of employees (the lower quartile) highest-paid (the upper quartile).



Mean Gender Pay

Vibrance's Mean gender pay gap is 1.10% i.e., the Mean pay for males was 1.10% more than the Mean for females. Vibrance's Mean gender pay gap is significantly lower than that within the Annual Survey of Hours and Earnings (ASHE) which sits between 15.4% which is the lowest since 1997, and the government Equalities Office (March 2017) which sits at 12.7%.

Median Gender Pay Gap

Vibrance has a Median gender pay gap of 0% – i.e. both male and female employees received equal median pay. Vibrance Median gender pay gap is, therefore, significantly lower than that within the Annual Survey of Hours and Earnings (ASHE) which sits at 19.3% (updated May 2018)

Bonus Pay Gap

Vibrance did not make bonus payments to staff and is therefore unable to provide gender pay gap comparison data as of April 2021.

General overview of Vibrance Workforce

The gender demographic throughout the organisation has not changed significantly, either in terms of distribution throughout our services and departments or in terms of the roles they are employed in. The % of male staff employed by Vibrance has reduced from 22.75% to

20% with just 76 full pay relevant staff (full pay relevant is the term used under the Gender Pay Guidance to determine which staff should be included in the report).

Conclusions

Vibrance has reduced its *Mean* gender pay gap of 1.10% from last year figures, and 4.5% overall over the last 2 years but there is no *median* gender pay gap (0%) because both male and female employees receive equal median pay.

We have analysed these statistics and understand that the reasons for the Mean gender pay gap are as follows:

1. Contracted staff on furlough were paid at 100% and are included in the data.
2. Vibrance has a higher % of male staff employed in geographical areas that attract London Waiting Allowance (LWA).

I, Paul Allen, Chief Executive, confirm that the information in this statement is true and correct.

Signed Paul Allen



Date April 4th, 2022