

Ambient Support Limited Gender Pay Gap Report (April 2022)

We are an employer who is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As part of this we are also required to publish an annual gender pay gap report on our own website and a government website. We are normally required to do this within one calendar year of April 5th, 2023.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are not required to publish individual employees' data.

This report is for Ambient Support Limited for the snapshot date of 5th April 2022.

Ambient Support Gender Pay Gap Results

- i) The mean gender pay gap for Ambient Support is 13.9%
- ii) The median gender pay gap for Ambient Support is 2.8%
- iii) The mean gender bonus gap for Ambient Support is 0.0%
- iv) The median gender bonus gap for Ambient Support is 0.0%
- v) The proportion of male employees in Ambient Support receiving a bonus is 0.0%, and the proportion of female employees receiving a bonus is 0.0%.
- vi) The proportion of males and females in each quartile pay band is as follows:

Quartile	Male	Female	Description
Upper	21.6%	78.4%	Includes all employees whose standard hourly rate place them above the upper quartile
Upper Middle	17.3%	82.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	8.8%	91.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	20.6%	79.4%	Includes all employees whose standard hourly rate places them at or below the lower quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the causes of Ambient Support's gender pay gap?

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

Ambient Support is committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, colour, nationality or ethnic or national origin, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment, or disability. As such we evaluate job roles and pay grades as necessary to ensure a fair structure.

Ambient Support are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our pay gap is the result of the roles in which men and women work within the organisation, and the salaries that these roles attract.

How does Ambient Support's gender pay gap compare with that of other organisations?

Many organisations have a gender pay gap, and we are pleased to be able to say that Ambient Support's gender pay gap compares favourably with that of other organisations, including those within the care sector.

The *mean* gender pay gap for the whole economy and all employees according to the Office for National Statistics (ONS) for 2022 is 14.9%. For non-for-profit companies this was 15.3%. At 13.9% Ambient Support's mean gender pay gap, is lower than average for both the whole economy and for the non-for-profit sector.

In addition, the latest ONS report for 2022 shows that the *median* gender pay gap for the whole economy is 13.9% and for the non-for-profit sector is 18.20%. Again, Ambient Support's median gender pay gap (2.8%) is significantly lower than these figures.

What is Ambient Support doing to address its gender pay gap?

Whilst Ambient Support's gender pay gap compares favourably with that of organisations both across the private sector and non-for-profit sector, we are not complacent, and remain committed to doing everything we can to reduce the gap.

We will do this by:

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www.ambient.org.uk



Ambient Support Limited is a Company Limited by Guarantee

Registered Office: Unit 9, Bourne Court, Unity Trading Estate
Southend Road, Woodford Green, Essex. IG8 8HD

Registered in England & Wales. Company Number: 07211819

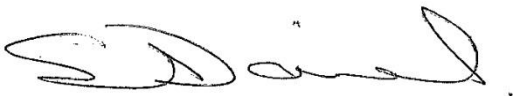
Registered UK Charity Number: 1135353

- Using gender monitoring in recruitment and selection through our Applicant Tracking System (ATS) looking at the proportion of men and women applying for jobs at all levels within the Organisation.
- Reporting on the proportion of men and women applying for and obtaining promotions, and the numbers of men and women in each role and pay band.
- Monitoring the application of our flexible working policy.
- Monitoring annual appraisals and ensuring that personal development plans are in place for both men and women.

Any other initiatives launched throughout the year will be reported on the company staff website.

I, Sarah Daniel (Director of People and Culture), confirm that the information in this statement is accurate.

Signed:



Date: 25th of January 2023