**Ambient Support Ltd Gender Pay Gap Report (April 2023)**

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 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 2023.

**Ambient Support Gender Pay Gap Results**

1. The mean gender pay gap for Ambient Support is 9.70%
2. The median gender pay gap for Ambient Support 0.80%
3. The mean gender bonus gap for Ambient Support is 0.0%
4. The median gender bonus gap for Ambient Support is 0.0%
5. 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%.
6. The proportion of males and females in each quartile pay band is as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| ***Band*** | ***Males*** | ***Females*** | ***Description*** |
| A | 16.00% | 84.00% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 17.40% | 82.60% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 19.90% | 80.10% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 25.50% | 74.50% | Includes all employees whose standard hourly rate place them above the upper 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, 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 according to the latest forecast from the Office for National Statistics (ONS) for 2023 is 13.20%. For non-for-profit companies this is forecast as 15.6%. At 9.70% Ambient Support’s mean gender pay gap, is therefore lower than both for the private sector and the not-for-profit sector.

In addition, the latest ONS report forecast for 2023 shows that the *median* gender pay gap for the whole economy is 14.30% and for the not-for-profit sector is 17.30%. Again, Ambient Support’s median gender pay gap (0.80%) is significantly lower than both forecast 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:

* Refining and developing the scope of our gender monitoring, looking at key HR indicators. This includes monitoring both internal and external recruitment to monitor the proportion of men and women applying for jobs at all levels within the Organisation.
* We will regularly report 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: 5th February 2024