

## *Gender Pay Investigation Report – 2024*

In keeping with the introduction of new regulations in April 2017 by the Government Equalities Office, The Appropriate Adult Service (TAAS) has investigated the Gender Pay Gap of all staff on its Payroll. This investigation is conducted on an annual basis to ensure that Organisations remain consistent in avoiding hidden discriminations within their operations. This entails a detailed analysis of the hours worked by and rates paid to staff across all aspects of the company.

The Data taken to conduct this Investigation was taken from the Payroll of April 2023 and covers all staff paid a salary in this month. This has provided the basis of the information shown below.

The purpose of this report is to illustrate the findings of this investigation and show them in a clear and concise light. The Appropriate Adult Service is committed to ensuring its staff represent a wide range of ethnicities, religious backgrounds, sexual orientations and gender identifications. As such investigations such as this are vital in allowing us to continue our diversification.

The Appropriate Adult Service Limited is a Real Living Wage employer.

No bonuses were paid during the year.

### Hourly Rates

95% of our Employed Staff hold the position of Appropriate Adult. This position is the heart of our operations, these staff support vulnerable people when interacting with the Police. Given the nature of the work that they do, the majority of our AA's operate on zero-hour contracts. TAAS sets general rates for its areas of operations for the AA's, regardless of gender. TAAS does pay rates higher than that of the standard to its more long-standing AA's. However, these higher rates are solely dependent on the experience of individuals. Pay rates are higher in London than the rest of the country.

The Mean average Gender Pay Gap in TAAS was 2.5%.

The Median average Gender Pay Gap in TAAS was 0.9%.

### Hours Worked

Given the nature of AA work, TAAS cannot guarantee any level of work to any individual. However, TAAS does make an effort to ensure that work is distributed fairly amongst all staff when they are available. The AA's are responsible for updating their own rotas to reflect their availability. This gives them the advantage of working for TAAS around other commitments such as studying, family, or other work.

## Gender Diversification of Staff

At the time of the study, TAAS employed 76 men and 199 women. This includes Management, Office & Administration Staff, and AA's. TAAS investigated the Quartile Bands to assess variances in Gender Pay Gap. A Quartile Band is a collection of staff based on their Hourly Rates. All staff are listed from highest to lowest and split into four groups on this basis. So, Quartile Band 1 contains the highest earners, and Quartile Band 4 has the lowest. The relevant percentages of Male and Female by Quartile are shown below:

