

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th, 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the Human Resources Department.

Below is the statutory information of our results:

On the snapshot date the gender split was 88% female and 12% male. A predominately female workforce is reflective of the care industry, where 82% of workers are female (skills for Care,2016).

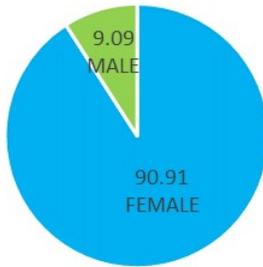
MEAN GENDER PAY GAP	7.60%
MEDIAN GENDER PAY GAP	0.81
MEAN BONUS PAY GAP	Not applicable
MEDIAN BONUS PAY GAP	Not applicable
PROPORTION OF MEN AND WOMEN WHO RECEIVE BONUS	Not applicable

The mean gender pay gap of 7.6% is the result of the highest paid employees within the organisation being males in the management roles and the male care staff electing to work unsocial hours that attract a higher pay rate.

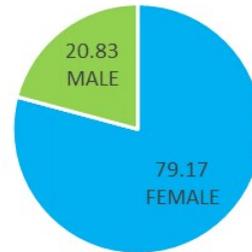
The median average of 0.81 % presents a lower pay gap between female and male.

Proportion of women and men according to quartile pay bands:

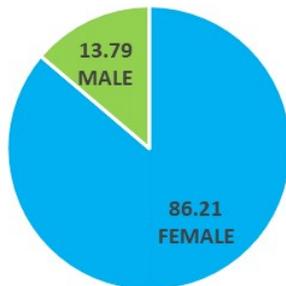
Lower Quartile



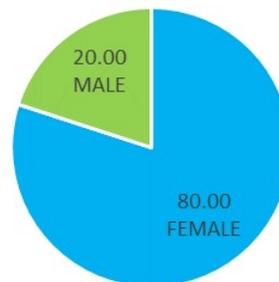
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Actions to help close the gap

- We will look at encouraging career development across both genders across all levels.
- We will consider any actions we could take to encourage applications from males into the lower quartile.
- Review our recruitment policies and procedures to ensure we do not have any gender bias in any of the documentation.
- We will consider methods for attracting applicants of a specific gender for roles where there is an existing gender imbalance

I confirm that the published information in relation to the gender pay gap is accurate.

Darshan Bahth
Director