

Gender Pay Report 2020

Why are we publishing a Gender Pay Gap Report?

From April 2017 all organisations that employ over 250 employees are required to report their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out seven calculations that show the difference between the average earnings of men and women across the organisation over a specific time period regardless of their role.

The following report has been produced in compliance with the regulations and provides the results based either upon the snapshot date of 5th April 2020 or for the period 1st April 2019 – 31st March 2020 (for bonus information).

Gender Pay Gap Calculations Results

Hourly Rate – The difference between the mean and median hourly rate of pay that full time relevant men and woman receive

Bonus Pay – The difference between the mean and median bonus pay that relevant men and women employees receive

Metric	Mean	Median
Hourly Rate (Women v Men)	No difference	4.90% Lower
Bonus Pay (Women v Men)	11.5% lower	No difference

Metric	Men	Women
Proportion of employees receiving a bonus	5.9%	5.9%

Pay Quartiles – the proportion of Men and Women

Quartile	Men	Women
Upper	28.4%	71.6%
Upper Middle	29.2%	70.8%
Lower Middle	28.4%	71.6%
Lower	28.9%	71.1%

The quartile splits show that our workforce consists of significantly more women than men. The average company split is around 71% women and 29% men across all Quartiles.

As the company currently employs significantly more woman than men, the average mean and median rates are weighted more by woman's pay /data. The reason that the mean rates

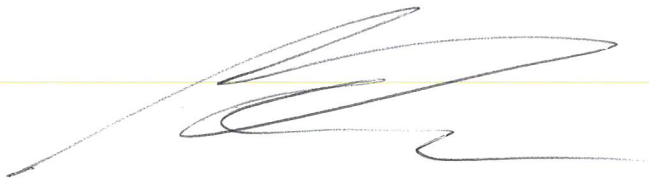
are lower for woman this year is that the company has expanded significantly into more complex and physical care environments. These service types command a higher pay rate and typically attract more male candidates. All female employees working in these services are paid equally to men.

The reason that the average bonus payments are lower for woman in the year is due to length of service bonuses. Employees are given a bonus when they reach ten years of service and within the year, there were more male employees with a ten year anniversary than female employees.

The company pays the same rate to men and women for carrying out the same job role. The data review provides evidence that the company employs and rewards staff based on their ability and performance and not because of their gender.

Statement

I confirm the information in this report have been calculated in line with the principles contained within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Matthew Western', is positioned above a horizontal yellow line. The signature is fluid and cursive, with a long horizontal stroke extending to the left.

Matthew Western

Chief Commercial Officer