

GENDER PAY GAP REPORT

INTRODUCTION

As from 2017 all employers with over 250 employees have to publicly report on their gender pay gap. Reporting requirements include; the mean and median pay gaps, the mean and median gender bonus gaps the proportion of men and women who receive bonuses and the number of men and women according to quartile pay bands.

Care South is a leading provider of residential and home care services across the south of England. It is a not-for-profit organisation and a registered charity. The gender pay gap, which is a snapshot as at 5 April 2017, shows the difference in the average earnings between all men and women in Care South.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full pay relevant employees and of the female full pay relevant employees.

CALCULATIONS AND SUPPORTING NARRATIVE (excludes subsidiary homes)

Hourly pay Summary	
Mean gender pay gap in hourly pay	10.3%
Median gender pay gap in hourly pay	-0.5%
Bonus Pay Summary	
Proportion of male relevant employees with bonus pay	3.2%
Proportion of female relevant employees with bonus pay	2.7%
Mean gender pay gap in bonus pay	17.5%
Median gender pay gap in bonus pay	29.4%
Quartile Summary	
Lower Quartile	Men 18.2%, Women 81.8%
Lower Middle Quartile	Men 11.4%, Women 88.6%
Upper Middle Quartile	Men 9.5%, Women 90.5%
Upper Quartile	Men 17.2%, Women 82.8%

As you can see, when calculated on a mean basis, average hourly pay is 10.3% higher for male employees. When calculated on a median basis, average hourly pay is 0.5% lower for male employees. By the nature of our sector and the work undertaken, the majority of the employee base is female – 86% of employees covered by the data are female but the proportion of higher paid male employees (e.g. senior management) is higher than 14%.

As such a small proportion of employees receive a bonus, the gender pay gap is likely to be statistically unreliable.

Care South try and reduce any gender pay gap inequality by ensuring that our staff in job families i.e. care staff are paid in line with pre-determined pay scales which are relevant to role, experience and qualification and are therefore not gender biased. Head office & support services staff are paid according to market rate, sector, location and job role.

Bonus schemes for Managers and Deputies are based upon the same criteria, irrespective of gender and are reviewed annually.

When pay review is undertaken the Senior Management team undertake an exercise to also ensure parity.

As an equal opportunity employer we whole heartedly appoint the best candidate for the role, with no gender bias and salaries discussed at interview are based on the aforementioned pay scales and market.

I confirm the published information above is accurate.

Susan Willoughby

Chief Executive