



## Gender Pay Report 2017

### INTRODUCTION

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 six calculations that show the difference between the average earnings of men and women across the organisation over a standard time period regardless of role seniority.

It is distinct from equal pay, which is about ensuring men and women are paid the same for carrying out work of equal value. We meet our equal pay obligations.

The following report has been produced in compliance with the regulations and provides the results based upon the snapshot date of 5 April 2017.

### GENDER PAY GAP CALCULATIONS RESULTS

Hourly Rate – The difference between the mean and median hourly rate of pay that full time relevant men and women 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)	1.7% Lower	(2.3%) Higher
Bonus Pay (Women v Men)	21.8% Lower	7% Lower

METRIC	MEN	WOMEN
Proportion of employees receiving a bonus	3.6%	4.6%



# Choice Care

Pay Quartiles – the proportion of Men and Women

QUARTILE	MEN	WOMEN
Upper	36.3%	63.7%
Upper Middle	29.2%	70.8%
Lower Middle	38.8%	61.2%
Lower	35.6%	64.4%

The metrics provided on this report are positive.

Both the mean and median hourly rate gender pay gaps provide evidence that there is minimal differences in pay rates for the different genders occupying the roles.

The quartile splits show that our workforce consists of significantly more women than men. The average company split is around 65% women and 35% men across all quartiles.

It is the company's policy to ensure that employment decisions, including recruitment, promotion and remuneration, are based upon the person's skills, ability, performance and behaviour and not on their gender.

The company will continue to ensure that their employees are rewarded fairly for their contributions regardless of the 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.

Gareth Williams  
Finance Director

**For and on behalf of Choice Care**

2 MARCH 2018