



Gender Pay Report 2018

INTRODUCTION

The Company presents its second Gender Pay Gap report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and provides the results based upon the snapshot date of 5 April 2018.

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.

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)	4.7% Lower	1.4% Lower
Bonus Pay (Women v Men)	(3.2%) Higher	0.0%

METRIC	MEN	WOMEN
Proportion of employees receiving a bonus	9.0%	10.1%

Pay Quartiles – the proportion of Men and Women

QUARTILE	MEN	WOMEN
Upper	35.5%	64.5%
Upper Middle	29.8%	70.2%
Lower Middle	29.2%	70.8%
Lower	28.6%	71.4%

The quartile splits show that our workforce consists of significantly more women than men. The average company split is around 69% women and 31% 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
7 MARCH 2019