



Gender Pay Report 2020

Introduction

The company presents its annual 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 2020.

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 should be noted that Gender Pay Gap reporting is not the same as equal pay (equal pay is about differences in the actual earnings of men and women doing work of equal value) and that the company's equal pay policy does not discriminate against any individual or group of employees.

Gender Pay Gap Calculations and Results

Hourly Rate – The difference between the mean and median hourly rate of pay that full-pay relevant male and female employees receive.

Bonus Pay – The difference between the mean and median bonus pay that relevant male and female employees receive.

Metric	Mean	Median
Hourly Rate (Women v Men)	7.0% Lower	0.0%
Bonus Pay (Women v Men)	18.3% Lower	0.0%

Metric	Men	Women
Proportion of employees receiving a bonus	76.6%	70.8%



Pay Quartiles – The proportion of Men and Women

Quartile	Men	Women
Upper	29%	71%
Upper Middle	27%	73%
Lower Middle	32%	68%
Lower	26%	74%

The quartile splits show that our workforce consists of significantly more women than men. The average company split is 71% women and 29% 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 its employees are rewarded fairly for their contributions regardless of the gender.

Statement

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

B. Taberner
Director

For and on behalf of Community Homes of Intensive Care and Education Limited

5th October 2021