

GENDER PAY GAP 2021-22



PRODUCED BY DATAPLAN PAYROLL LIMITED

PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 4.9% lower than men's	Women's median hourly rate is 0.6% higher than men's

When comparing mean hourly rates, women earn **95.1p for every £1** men earn

When comparing median hourly rates, women earn **£1.006 for every £1** men earn

PAY QUARTILES

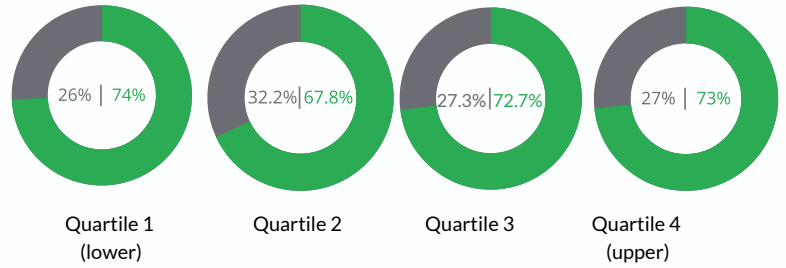
The image below shows the gender distribution at Choice Care when colleagues are placed into four equally sized quartiles based on pay



MALE



FEMALE



Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 11.6% lower than men's	Women's median bonus pay is 16.0% lower than men's

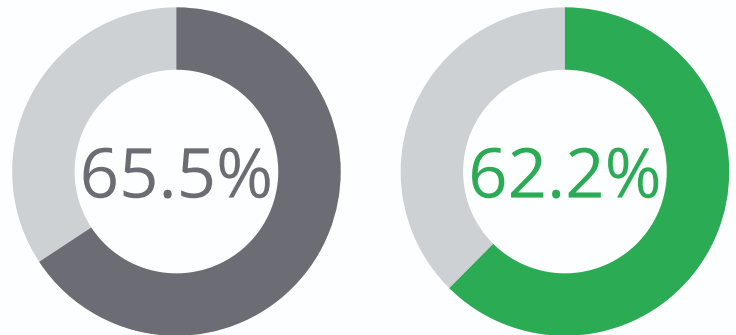
PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of men receiving a bonus payment



Proportion of women receiving a bonus payment



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

Statement

I confirm that 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.

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 gender.

G Hall

Gary Hall | Director of Finance | Choice Care

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Choice Care is required to carry out Gender Pay Gap Reporting