

# GENDER PAY GAP 2023



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## PAY DATA

### DIFFERENCE IN HOURLY RATE

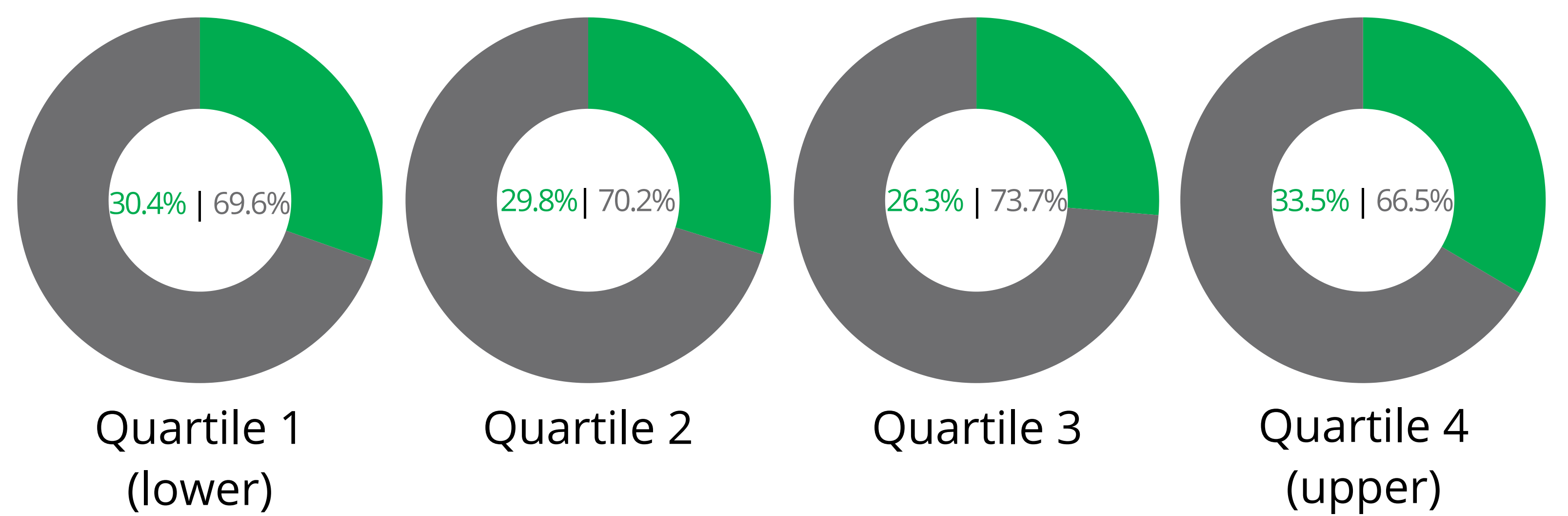
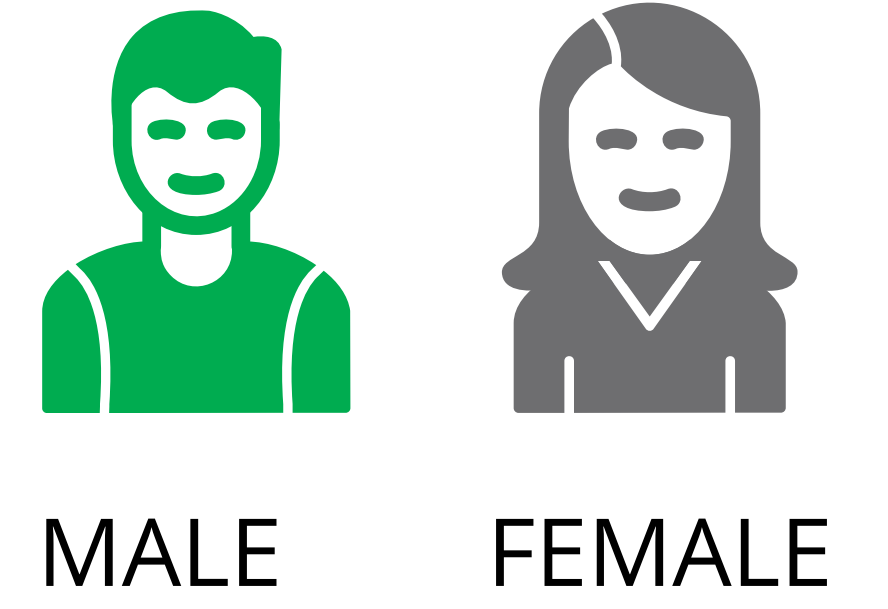
MEAN	MEDIAN
Women's mean hourly rate is <b>6.7% lower</b> than men's	Women's median hourly rate is <b>0% lower</b> than men's

When comparing mean hourly rates, women earn **93.3p for every £1** men earn **for every £1** men earn

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



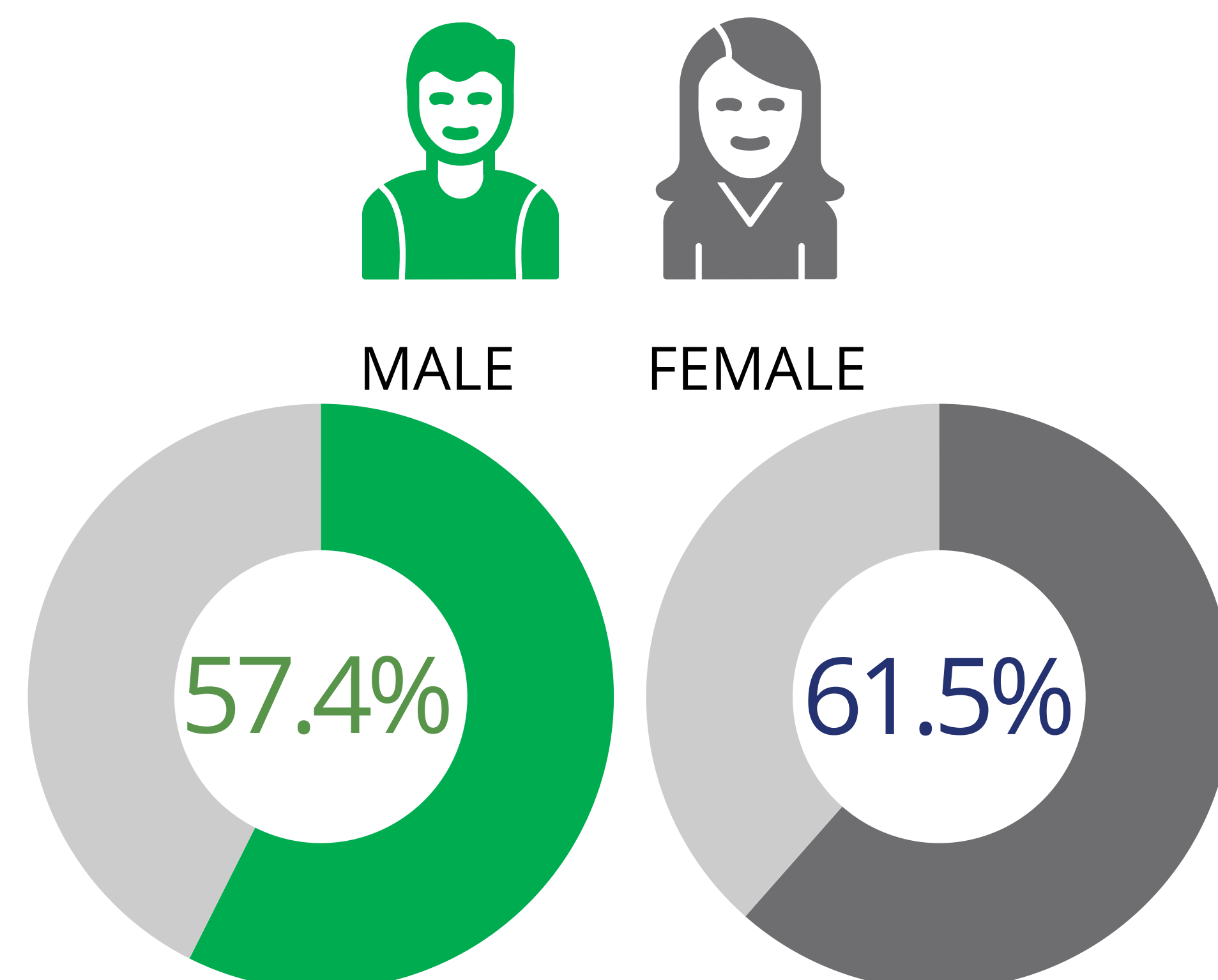
Proportion of male and female staff in quartiles

## BONUS DATA

### BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is <b>7.6% lower</b> than men's	Women's median bonus pay is <b>0% lower</b> than men's

## PROPORTION OF STAFF 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 2023.

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