

Excelcare (Homecare Division) Ltd

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.

On this date Excelcare (Homecare Division) Ltd had 280 employees relevant to this analysis.

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, showed women earned a mean or average of 1% higher than men

Metric	Mean	Median
Hourly Rate (Women v Men)	1.0%	(0.0%)

Bonus Pay – The difference between the mean and median bonus pay showed no difference between men and women

Metric	Mean	Median
Bonus Pay (Women v Men)	0.0%	0.0%

Bonus Pay – the proportion of men and women, who received a bonus, showed that no men received a bonus

Metric	Men	Women
Bonus Proportion (Women v Men)	0.0%	0.5%

Pay Quartiles – Proportion of employees in each quartile of the organisation, showed a higher proportion of women than men in all the quartiles

Quartile	Men	Women
Upper	15.2%	84.8%
Upper Middle	23.9%	76.1%
Lower Middle	23.9%	76.1%
Lower	23.9%	76.1%

The metrics provided on this report are positive.

The mean or average gender pay gap at is 1.0% in favour of women, compared to a national average of around 12.9% and indicates that our female employees on average are earning ever so slightly more per hour than male employees.

The median pay gap shows there is no difference between the employee in the middle range of male pay and the middle employee in the range of female pay.

Only 1 female employee earned a bonus which reflected the responsibility of their role.

The quartile splits show a higher proportion of females across all of the quartiles, and is in line with our overall organisational split of 78.6% female workforce, and the care sector historically attracting a greater proportion of female employees.

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 all 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 and is accurate.

Osa

Osa Ogbeide
Head of HR & Payroll

For and on behalf of Excelcare (Homecare Division) Ltd

03 April 2018