

# Excelcare (Homecare Division) Ltd

## Gender Pay Report 2018

### 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 2018.

On this date Excelcare (Homecare Division) Ltd had 259 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)	1.1% Higher	(0.0%) Lower

Bonus Pay – The difference between the mean and median bonus pay that relevant men and women employees receive, showed that women earned a mean and median of 538.9% more than men

Metric	Mean	Median
Bonus Pay (Women v Men)	538.9% Higher	538.9% Higher

Bonus Pay – The proportion of men and women, who received a bonus, showed that a higher proportion of men received a bonus pay than women

Metric	Men	Women
Bonus Proportion (Women v Men)	2.3%	1.0%

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	18.0%	82.0%
Upper Middle	16.4%	83.6%
Lower Middle	16.4%	83.6%
Lower	21.0%	79.0%

The metrics provided on this report are positive.

The mean or average gender pay gap at is 1.1% 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.

The only difference in pay was due to the salaries of the management team and the salaries and bonuses earned by managers which reflected the responsibilities of their role. Of the 3 people on the management team that earned a bonus only one was male with the other two being female. There is no gender bar when applying for these posts.

The quartile splits show a higher proportion of females across all of the quartiles, and is in line with our overall organisational split of 82.6% 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  
Executive Head of HR & Payroll

For and on behalf of Excelcare (Homecare Division) Ltd

18 February 2019