



# Gender Pay Gap

2019/20

# About Brunelcare

**Established in 1941, Brunelcare is a Bristol based charity providing high quality housing, care and support for later living in the South West.**

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Today, across Bristol, South Gloucestershire and Somerset, Brunelcare works to support people to remain as independent as possible, for as long as possible.

Care is provided in people's own homes, in specialist care homes, a reablement facility and through our day centres.

Housing is provided by 1,000 properties, across 33 sites, three extra care housing sites and a retirement village.

To deliver all of its vital services Brunelcare employs a dedicated team of 1,100 people.

The extensive range of our services means that people can stay with us however their needs may change.

We are also widely recognised for our expertise and excellence in caring for people living with a dementia, and for supporting their families.

## What is a gender pay gap?

Since April 2017 all companies with 250 or more employees have been required to publish their gender pay gap. A gender pay gap is the difference between the gross hourly earnings for both men and women regardless of the roles that they have. It is very different to equal pay, which is about making sure men and women are paid the same in roles of equal value.

This report shows the average pay gap in Brunelcare between men and women, expressed as both a mean and a median average.



# The numbers

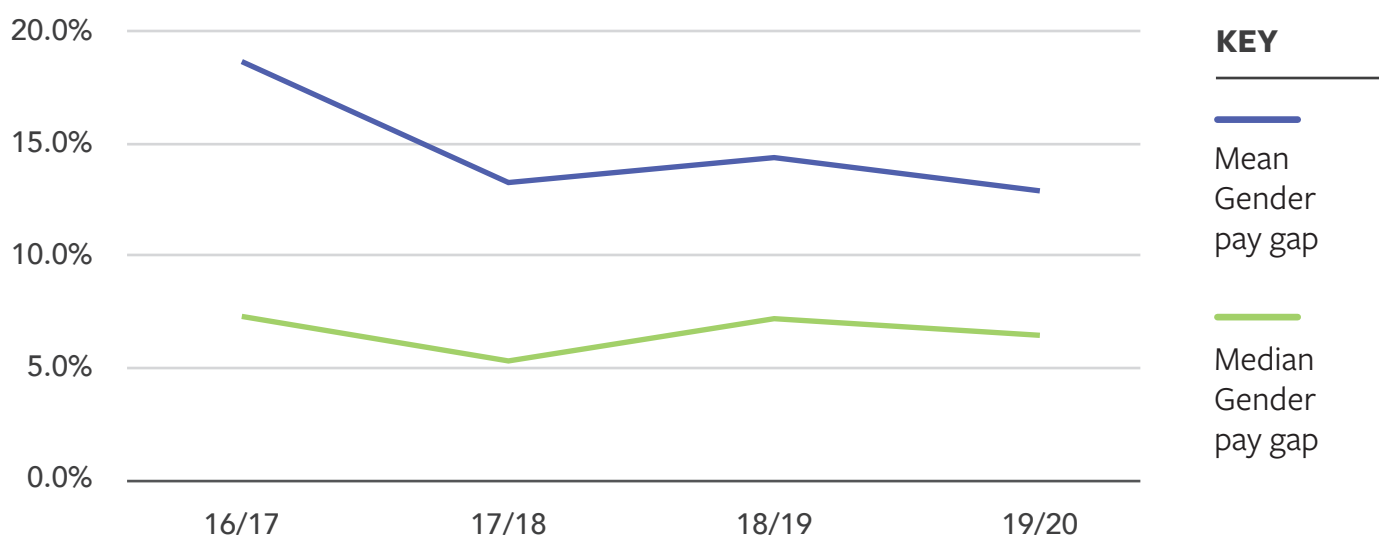
The total number of employees that form the basis of this report is 1034.

Of the employees involved, 84.6% are female and 15.4% are male.

Our average mean pay gap is 12.8%; this is lower than the previous year by 1.5%.

Our average median pay gap is 6.4% which is 0.85% better than the previous year and over 10% better than the national figure of 17.3% in 2019. (source) Note: there is no 2020 figure for the UK as reporting was suspended due to COVID.

## Mean Gender pay gap and Median Gender pay gap

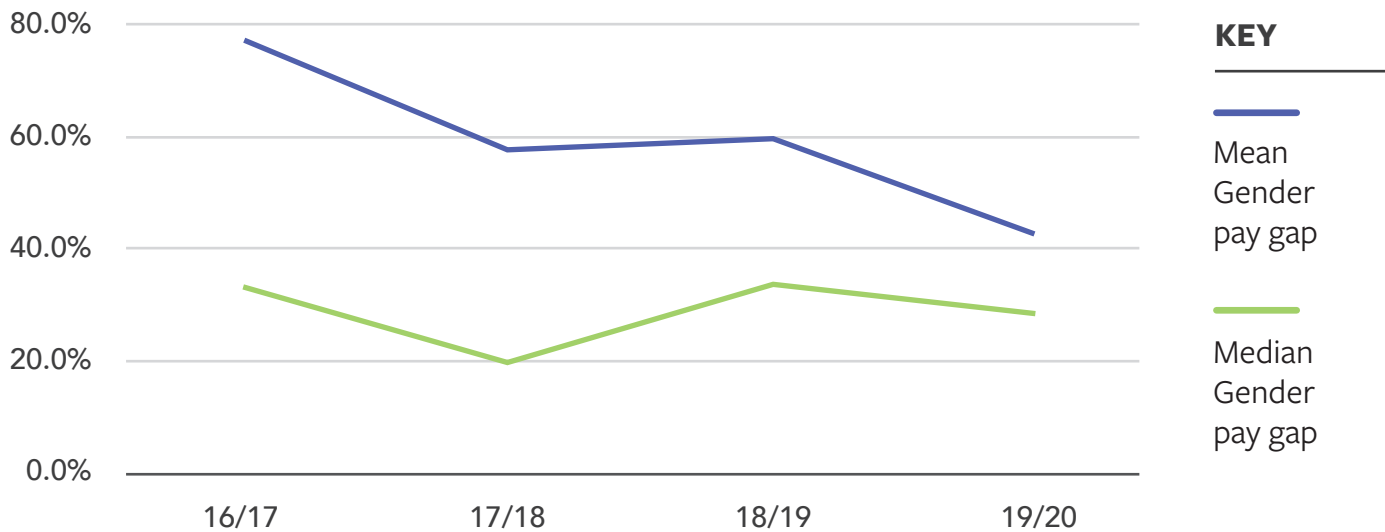


The full suite of results is shown below:

Brunelcare	16/17	17/18	18/19	19/20
Mean Gender pay gap	18.7%	13.3%	14.3%	12.8%
Median Gender pay gap	7.3%	5.3%	7.2%	6.4%
Mean Bonus gap	77.2%	58.1%	59.4%	42.6%
Median Bonus Gap	33.3%	20.0%	33.3%	28.7%
Men receiving a bonus	9.5%	12.8%	12.0%	108.8%
Women receiving a bonus	9.3%	12.0%	10.0%	115.3%

We also note that our mean and median bonus gap has reduced year on year. The gap continues to be influenced by the employment of one (male) employee in a sales role whose remuneration has a significant bonus component.

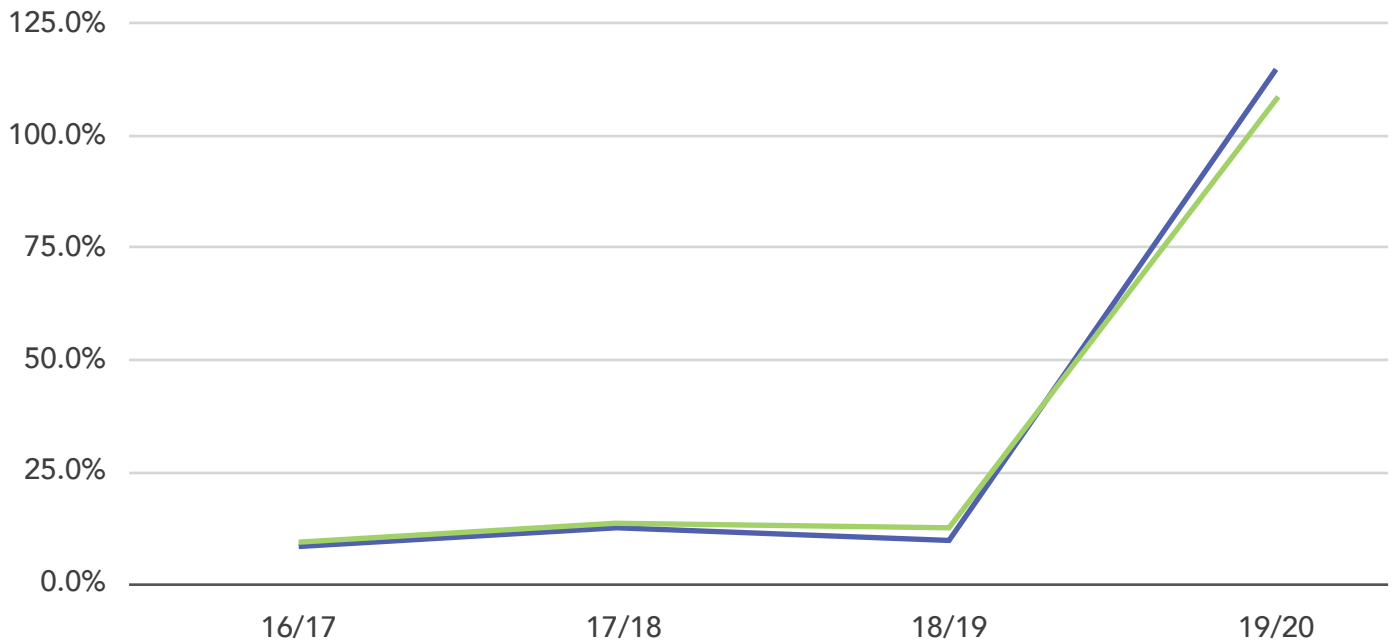
## Mean Gender bonus gap and Median Gender bonus gap





We report how many people received a bonus during the year divided by gender. These numbers have increased significantly for 2019/20 due to the payment of a bonus to all employees in March 2019. As new employees during the year have also been awarded bonuses this means that both figures exceed 100%.



## The percentage of men and women receiving bonus in 2019/20



### KEY

	
Men receiving a bonus	Women receiving a bonus

We aim to treat everyone fairly at work, across all levels and locations. This includes making sure everyone has the same opportunities for recognition, reward and career development. Because of our pay grading system, we know that we provide men and women with equal pay for the roles they hold.

We are committed to ensuring that leadership positions are available to the widest pool of talent regardless of gender. We are proud that our leadership team has an excellent gender balance; of our eight executives, five are female including our Chief Executive.

We are proud that out of the 241 highest paid employees across Brunelcare, 75.93% are female.

	<b>2019/20</b>			
<b>Proportion of men and women in each Quartile Band</b>	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
<b>Women</b>	85.89%	89.21%	87.55%	75.93%
<b>Men</b>	14.11%	10.79%	12.45%	24.07%

Brunelcare is committed to delivering equality of opportunity regardless of gender and has a pay and grading structure to support this. We remain determined to ensure that our gender pay gap reflects the reality of our organisation and can be explained in full.

We believe that we are successfully delivering equality both in terms of equal pay and also in rewarding roles of equal value. Our Equality & Diversity Strategy has been approved by our Board of Trustees and sets out in detail our action plans in place to maintain and improve further our performance in this area.



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