



Gender Pay Gap

2018/19

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.

Today, across Bristol, South Gloucestershire and Somerset, Brunelcare works to support over 2,000 people to remain as independent as possible, in their communities, for as long as possible.

Care is provided in people's own homes, in four specialist care homes, two reablement facilities and through our day centre.

We offer a complete care and support pathway in our communities. Starting in peoples' own

homes, right through to our care homes. This means we can offer the best choices for later living, which fits with what residents want or need.

We have nearly 1,000 properties spanning 31 sites, with three Extra Care housing sites and a retirement village, all within Bristol.

To deliver all of its vital services Brunelcare employs a dedicated team of 1,200 people.

What is a gender pay gap?

Since April 2018 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.



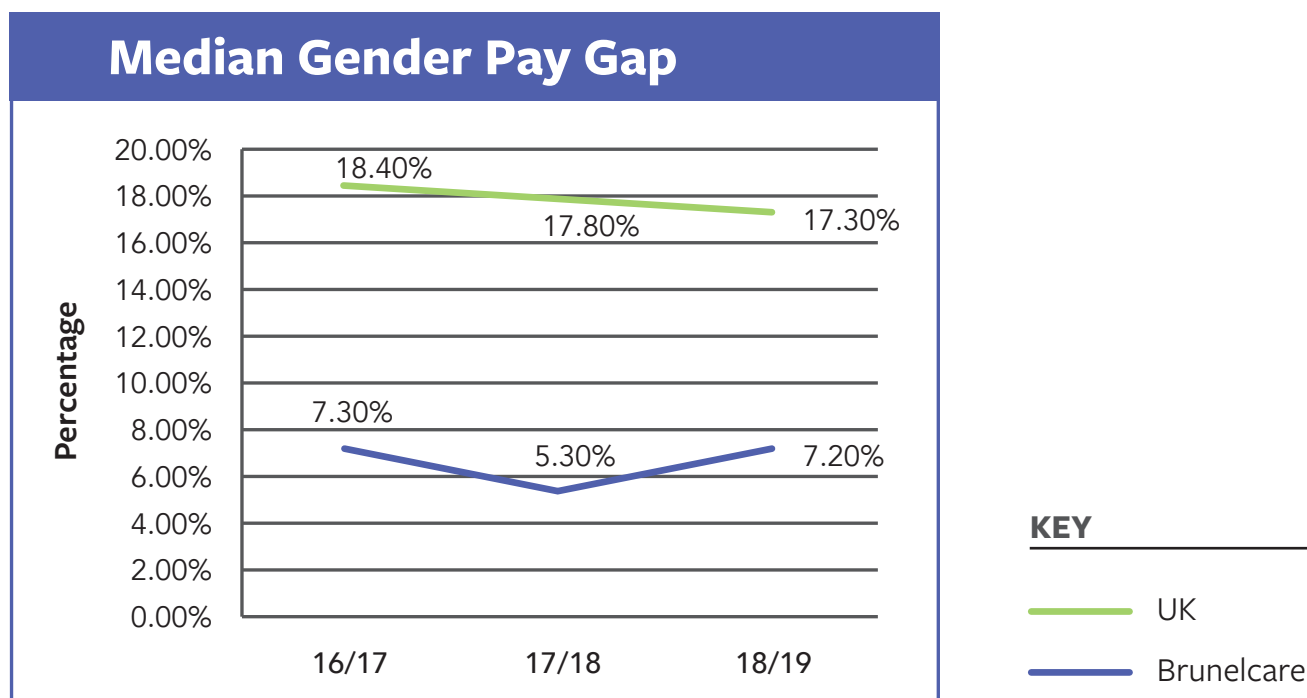
The numbers

The total number of employees that form the basis of this report is 1,014.

Of the employees involved, 84.4% are female and 15.6% are male.

Our average mean pay gap is 14.3%; this is slightly higher than the previous year but a 4.3% improvement on our results in 2017.

Our average median pay gap is 7.2% which is 10.1% better than the national figure of 17.3%.



Source: Gender pay gap in the UK

The full suite of results is shown below:

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

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. Thanks to 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 seven executives, five are female including our Chief Executive.

We are proud that out of the 253 highest paid employees across Brunelcare, 75.1% are female.

2019

Level of pay	Males	Females	Number	M %	F %
Lower Quartile	31	223	254	12.20%	87.80%
Lower Middle Quartile	31	222	253	12.25%	87.75%
Upper Middle Quartile	33	221	254	12.99%	87.01%
Upper Quartile	63	190	253	24.90	75.10%

Brunelcare is committed to delivering equality of opportunity regardless of gender and have 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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