



# Gender Pay Gap

## 2017/18

## To be recognised as a high quality employer

From the start, Brunelcare has believed in the promotion of human dignity and respect. Its early vision statement '*keep them warm, keep them fed, keep them alive*' showed commitment to the needs of our clients, many of whom faced dangers and difficulties because of the Second World War. Today we aim to provide high quality, affordable care and services to older people.

One of our key strategic objectives is to be an '**Employer of Choice**' to help us to attract and retain a kind, committed and motivated workforce.

- To enable our employees to feel valued and engaged
- To provide consistency and fairness in all that we do
- To empower and reward our employees to succeed to the best of their abilities, irrespective of their characteristics
- To enhance the way we embed fairness and consistency across the Charity

### What is the gender pay gap?

Under new legislation, 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 for like work. 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 relevant employees that form the basis of this report is 1,040.
- Of the employees involved, 85% are female and 15% are male.
- Our average median pay gap is 13.3%; this is a 5.4% improvement on the previous year.

**The full suite of results is shown below:**

	16/17	17/18	Diff
Mean gender pay gap	18.7%	13.3%	5.4%
Median gender pay gap	7.3%	5.3%	2.0%
Mean bonus gap	77.2%	58.1%	19.1%
Median bonus gap	33.3%	20.0%	13.3%
Men receiving a bonus	9.5%	12.8%	3.3%
Women receiving a bonus	9.3%	12.0%	2.7%

## 2017/18 findings

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, however we do have a median gender pay gap across the group of 5.3% but we believe this reflects positively against the median national average of 9.1% (ONS April 2017).

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 including two new female members on the team meaning that out of a team of six, four directors are female.

We are proud that out of the 264 highest paid employees across Brunelcare, 76.9% are female.

	2016/17				2017/18				Diff' %			
Proportion of Men and Women in each Quartile Band	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
<b>Women</b>	89.4%	89.8%	86.4%	75.4%	88.5%	88.5%	86.2%	76.9%	-0.9%	-1.3%	-0.2%	1.5%
<b>Men</b>	10.6%	10.2%	13.6%	24.6%	11.5%	11.5%	13.8%	23.1%	0.9%	1.3%	0.2%	-1.5%

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 Board of Trustees recently approved our new Equality & Diversity Strategy which sets out in detail our action plans in place to maintain and improve further our performance in this area.

