

BRUNELCARE

Gender Pay Report 2017

Under new legislation all UK employers with more than 250 employees are required to publish their gender pay gap to show the difference between average men's pay and average women's pay.

Gender Pay Figures

The information below shows our mean and median pay gaps, the bonus pay gap and the proportions of our employees who received a bonus in the year to 5th April 2017.

Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	18.7%	7.3%
Bonus Gap	77.2%	33.3%

Proportion of Employees receiving a bonus

Women	9.3%
Men	9.5%

Proportion of Men and Women in Each Quartile Band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Women	89.4%	89.8%	86.4%	75.4%
Men	10.6%	10.2%	13.6%	24.6%

Understanding the Gender Pay Gap

Brunelcare's workforce has more female employees (85%) than male employees (15%) which is representative of the care sector it does impact upon on any results for gender pay. Despite a disparity in numbers of male and female employees our median pay gap is 7.3%, which is significantly lower than the ONS national median pay gap of 18.4% for 2017. Our mean pay gap of 18.7%, is only slightly higher than the ONS mean pay gap of 17.4%.

Across the pay quartiles there are fewer men in the lower quartiles and more in the upper quartile. At the census date the Senior Management team contained more

men than women and some of the male dominated support teams such as IT and the trades, came within the upper quartile for pay.

Proportions of men and women receiving bonuses were similar which indicated our processes are gender neutral. The majority of bonus payments related to achievement of qualifications or recruitment. The disparity in bonus pay was due to a unique sales role in which the role holder receives commission for the sale of properties.

Brunelcare is committed to removing its gender pay gap. We have initiatives and policies in place whose aim is to ensure equality including a Family Friendly policy and since the census date have introduced a new pay and grading structure. .

I confirm the data reported is accurate.

Kevin Fairman
Chief Executive

26th January 2018