

**RELEVANT DATE 31/03/2020****MEAN BASIC PAY BY GENDER**

<b>Women</b>	<b>Men</b>	<b>Difference</b>
10.8	13.45	20%

**MEDIAN BASIC PAY BY GENDER**

<b>Women</b>	<b>Men</b>	<b>Difference</b>
8.65	8.76	1%

**MEAN BONUS BY GENDER**

<b>Women</b>	<b>Men</b>	<b>Difference</b>
5846.2	5666.7	-3%

**MEDIAN BONUS BY GENDER**

<b>Women</b>	<b>Men</b>	<b>Difference</b>
6000.0	6000.0	0%

**GENDER PAY PROPORTION BONUS**

<b>Women</b>	<b>Men</b>
5.37%	10.17%

**PERCENTAGE BONUS BY GENDER**

<b>Women</b>	<b>Men</b>
68%	32%

**GENDER PAY QUANTILES**

	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	
<b>Women</b>	89.33%	88.00%	80.00%	64.47%	
<b>Men</b>	10.67%	12.00%	20.00%	35.53%	
F		67	66	60	49
M		8	9	15	27

## Commentary

The Gender Pay Gap is a measure of the difference between men and women's average earnings across an organisation. It is expressed as a percentage of men's earnings. The calculated gender pay gap indicates that men are paid 20% (mean) more than women are. The Charity's workforce consists of 80% female staff, majority of them work as carers, domestic and catering assistance.

During the year ending 31 March 2020, bonus payments were offered to nurses and assistant practitioners as an incentive for performance. This is offered at equal monthly pay to both male and female colleagues. Among 242 female employees, 5% were paid bonus during the reporting year, in comparison to 10% among 59 male employees. The percentage bonus by gender was 68% female to 32% male.

We are confident that the Charity's gender pay gap does not stem from paying men and women differently for the same equivalent work but rather is the result of the roles in which men and women work within the Charity and the salaries that these roles attract; for example roles such as Carer Assistants, Catering Assistants, and Domestic cleaners, in the vast majority of cases are held by females and these roles typically sit at a lower pay grade.

David Evans  
Chief Executive