

Mission Care Gender Pay Gap Report 2019

RELEVANT DATE 06/04/2019

MEAN BASIC PAY BY GENDER

Women	Men	Difference
10.7	12.3	13%

MEDIAN BASIC PAY BY GENDER

Women	Men	Difference
8.5	8.8	3%

MEAN BONUS BY GENDER

Women	Men	Difference
6000.0	5750.0	-4%

MEDIAN BONUS BY GENDER

Women	Men	Difference
6000.0	6000.0	0%

GENDER PAY PROPORTION BONUS

Women	Men
3.90%	8.57%

PERCENTAGE BONUS BY GENDER

Women	Men
65%	35%

GENDER PAY QUANTILES

	Q1	Q2	Q3	Q4
	0.00 - 0.00	0.00 - 0.00	0.00 - 0.00	0.00 - 15.86
Women	77 - (87.5%)	73 - (82.95%)	67 - (76.14%)	65 - (73.86%)
Men	11 - (12.5%)	15 - (17.05%)	21 - (23.86%)	23 - (26.14%)

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 13% (mean) more than women are. This is a reduction of 4% from the previous year. The Charity's workforce consists of 80% female staff, majority of them work as carers, domestic and catering assistance.

Bonus payments are 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 282 female employees, 4% were paid bonus during the reporting year, in comparison to 9% among 70 male employees. The percentage bonus by gender was 65% female to 35% 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