

MISSIONCARE

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Mission Care

GENDER PAY GAP REPORT - 2023

Gender Pay Gap Report – snapshot date 05 April 2023

MEAN BASIC PAY BY GENDER				
Women	Men	Difference		
13.1	15.2	14%		
MEDIAN BASIC PAY BY GENDER				
Women	Men	Difference		
10.0	11.4	12%		
MEAN BONUS BY GENDER				
Women	Men	Difference		
0.0	0.0	0%		
MEDIAN BONUS BY GENDER				
Women	Men	Difference		
0.0	0.0	0%		
GENDER PAY PROPORTION BONUS				
Women	Men			
0.00%	0.00%			
PERCENTAGE BONUS BY GENDER				
Women	Men			
0%	0%			
GENDER PAY QUANTILES				
	Q1	Q2	Q3	Q4
	9.50 - 9.50	9.50 - 10.04	10.83-12.04	13.81 -99.9
Women	67 - (84.81%)	58 - (74.36%)	64 - (81.00%)	55 - (70.5%)
Men	12 - (15.19%)	20 - (25.64%)	15 - (19%)	23 - (29.5%)

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 14% (mean) more than women are. The Charity's workforce consists of 79% female staff, majority of them work as carers, domestic and catering assistance.

During the year ending 31 March 2023, there was no bonus provided to any employees across the board.

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