

RELEVANT DATE 06/04/2024

MEAN BASIC PAY BY GENDER

Women	13.9	Men	15.4	Difference	10%
--------------	------	------------	------	-------------------	-----

MEDIAN BASIC PAY BY GENDER

Women	10.9	Men	12.0	Difference	10%
--------------	------	------------	------	-------------------	-----

MEAN BONUS BY GENDER

Women	0.0	Men	0.0	Difference	0%
--------------	-----	------------	-----	-------------------	----

MEDIAN BONUS BY GENDER

Women	0.0	Men	0.0	Difference	0%
--------------	-----	------------	-----	-------------------	----

GENDER PAY PROPORTION BONUS

Women	0.00%	Men	0.00%
--------------	-------	------------	-------

PERCENTAGE BONUS BY GENDER

Women	0%	Men	0%
--------------	----	------------	----

GENDER PAY QUANTILES

	Q1	Q2	Q3	Q4
Women	10.42 - (78.75%) 63 - (78.75%)	10.42 - 10.86 61 - (77.22%)	11.88-12.58 61 - (76.25%)	14.43 -104.40 56 - (70.88%)
Men	17 - (21.25%)	18 - (22.78%)	19 - (23.75%)	23 - (29.11%)

The Gender Pay Gap is 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 10% (mean) more than women are. The Charity's workforce consists of 75.8% female staff, majority of them work as carers, domestic and catering assistance.

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.

Sincerely yours,



David Evans
Chief Executive