



## **Gender Pay Gap Reporting**

### **Reference Date 31 March 2020**

This report sets out the Gender Pay Gap reporting within Care Plus Group.

#### **What is the Gender Pay Gap?**

This is the average difference between the pay of men and women working in an organisation. It is not the same as equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Gender Pay legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of more than 250 employees to annually publish their gender pay gap for workers in scope as of 31 March. Due to the demands from Covid this report has to be published by no later than 5 October 2021.

Care Plus Group supports the fair treatment and reward of all staff irrespective of gender.

#### **Obligations to report on:**

We are required to publish the following (in regards to male and female difference and within the pay period over 12 months):

- The mean gender pay gap;
- The median gender pay gap;
- The mean bonus payments gender pay gap;
- The median bonus payments gender pay gap;
- The proportion of male and female employees receiving a bonus payment;
- The proportion of male and females in each quartile pay bands.

The data is based on the situation as at 31 March each year. This report considers those staff in scope as at 31 March 2020.

Care Plus Groups pay system is based on a grading system ranging from administrative/support workers to managerial positions. Grades vary according to the level of responsibility that staff have. Each grade has a set pay range. Depending on the role in the organisation will determine if the grade is paid on a spot point salary or based on incremental salary progression.

The following data shows that there a slight gender pay gap of less than 1% in terms of mean gender pay, however there is no gender pay gap in terms of median pay, as defined in the legislation, within Care Plus Group.

### **Mean Gender Pay Gap**

The mean gender pay gap - females are paid 0.79% lower.

### **Median Gender Pay Gap**

The median gender pay gap – females are paid 12.68% higher.

### **Quartile bands**

76.22 % of staff in the lower quartile are female, as are 86.75% in the higher quartile.  
91.62 of staff in the lower middle quartile are female, as are 92.12% in the higher middle quartile.

### **Bonus Payments**

Care Plus Group do not have a bonus pay system in place therefore there is no data for the requirements of this part of the analysis.

### **Work to Support Gender Pay**

Care Plus Group will continue to build on and re-enforce the organisations current approaches, actions and initiatives including:

1. To continue to embed robust recruitment and selection processes with an emphasis on values based recruitment.
2. Support for women and men returning to work after maternity, paternity, adoption or shared parental leave to resume and remain in their original jobs.
3. A range of flexible working opportunities available to support staff with caring responsibilities and encourage work life balance and well-being.
4. Support for staff in career progression and development opportunities.

On behalf of Care Plus Group I can confirm that the above calculations are accurate.



Jane Miller - Chief Executive – Care Plus Group

## Care Plus Group Gender Pay Infographic

