

Gender Pay Gap Reporting 2019

As the Care Bureau has more than 250 employees, we are required to comply with government regulations on gender pay gap reporting by publishing details of our gender pay gap, specifically the difference in average female earnings compared to average male earnings. The snapshot date for this data is 5th April 2018. The data shows:

Difference in mean hourly rate of pay

-1.6%

Difference in mean bonus pay

25%

Difference in median hourly rate of pay

1.7%

Difference in median bonus pay

-93%

Percentage of employees who received bonus pay

Male 5.6% Female 1.8%

Employees by pay quartile	Male	Female
Upper quartile	9%	91%
Upper middle quartile	9%	91%
Lower middle quartile	9.8%	90.2%
Lower quartile	15.6%	84.4%

Director’s Summary

The Care Bureau is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientations, gender reassignment, or disability. We appoint on merit and will continue to ensure that equal pay and opportunities are promoted, and that all employees are treated fairly.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Matthew Dunster, Director.



29th March 2019