

Gender Pay Gap Report

Snapshot 5th April 2023

This report incorporates Care Quality Services Ltd





What is the Gender Pay Gap?

- The **Gender Pay & Bonus Gap** is the average difference between Male & Female pay, based on the mean and median averages of statistical data.
- Mean is the average amount between men & women's hourly pay taken as a snapshot on the 5th April every year, with the mean bonus being the total of all bonus paid in that year.
- Put simply: if we add together all our male employee data and calculate the average, then add together all our female employee data and calculate the average, the **mean pay gap** (as a %) is the difference in pay between the two.
- Median is the midpoint of all the data; if all our male employees and all our female employees stood in a line, in order of lowest hourly rate, the median pay gap (as a %) is the difference in pay between the middle salary on both genders.
- *Please Note: The Gender Pay gap is different to Equal Pay - Equal pay deals with the difference between men and women who carry out the same job role, similar job or work of equal value*



Our 2023 Results

We are reporting on this data as we have 250+ employees employed as at 5th April 2023

Difference between Men and Women

Pay	Mean	Median
	-3.06%	-2.05%
Bonus	Mean	Median
	N/A	N/A



Pay Quartiles

What are the pay quartiles?

Quartiles are the pay rates for all our employees- from the lowest hourly rate to the highest, by gender.

Employees are split equally into 4 groups

	Male	Female
Upper	13.9%	86.1%
Upper Middle	21.1%	78.9%
Lower	14.2%	85.8%
Lower Middle	17.9%	82.1%



What are we doing to address our Gender Pay Gap?

- We have reviewed our family friendly policies and all employees were offered fair and consistent benefits. All our workforce have access to our enhanced Maternity and Paternity pay
- We continue to ensure that all opportunities and career advertising promotes equality
- Continue to develop, training programmes and courses for all employees
- Continue to review our compensation model to ensure fairness and consistency across the group

All information supplied has been verified by Annabel Nash, Chief People Officer