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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 2017.

The data shows:

Difference in mean hourly rate of pay

-1.7%

Difference in median hourly rate of pay

2.8%

Difference in mean bonus pay

61.7%

Difference in median bonus pay

48.1%

Percentage of employees who received bonus pay

Male 0.1% Female 0.1%

| <u>Employees by pay quartile</u> | <u>Male</u> | <u>Female</u> |
|----------------------------------|-------------|---------------|
| Upper quartile | 9.9% | 90.1% |
| Upper middle quartile | 8.6% | 91.4% |
| Lower middle quartile | 10.7% | 89.3% |
| Lower quartile | 12.9% | 87.1% |

Director's Summary

As you can see from the figures above, at present, the average pay for our female employees is higher than our male employees. When looking at the mean and median bonuses, it does, at first glance, appear to favour our male employees. However, considering the percentage of employees who receive bonus pay, the disparity is a very small number of employees who work in a separate area of our business.

**“Care for People....
....People For Care”™**



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We are 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.

Matthew Dunster

