

CHANGING LIVES

Our 2018 Gender Pay Gap Report

Gender pay reporting legislation requires employers with 250 employees or more to publish calculations every year showing how large the pay gap is between their male and female employees. The calculations we need to produce are

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus as a mean average
- Average bonus as a median average
- Proportion of males receiving a bonus payment and proportion of females
- Proportion of males and females when divided into 4 groups (quartiles) ordered from lowest to highest pay

As an organisation we do not pay bonus payments, therefore this has been marked as not applicable.

This report is based on hourly rates as at 5th April 2018 and the calculations in this report are accurate at that date. As an organisation we are committed to equality, fairness and inclusion. Our gender pay gap results demonstrate that we pay equally and fairly as percentage difference are small. Our workforce and senior team is made up of a larger proportion of women. During 2018 an additional appointment was made to the Executive Team to meet operational needs and this resulted in a higher gender pay gap in quartile 4.

Pay and bonus

The table below shows our Mean and median figures for hourly pay and bonus.

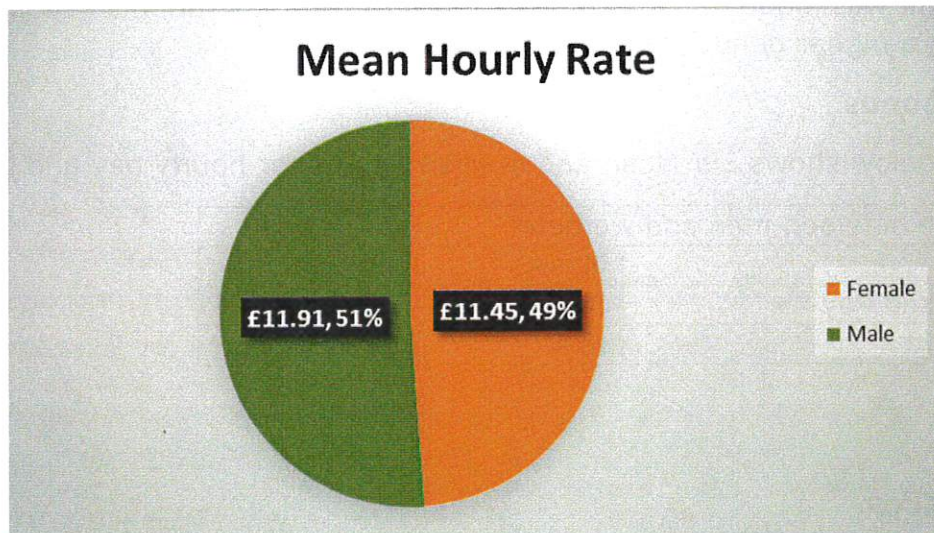
Difference between men and women		
	Mean	Median
Hourly Fixed Pay	3.8%	2.6%
Bonus Paid	N/A	N/A

Pay quartiles

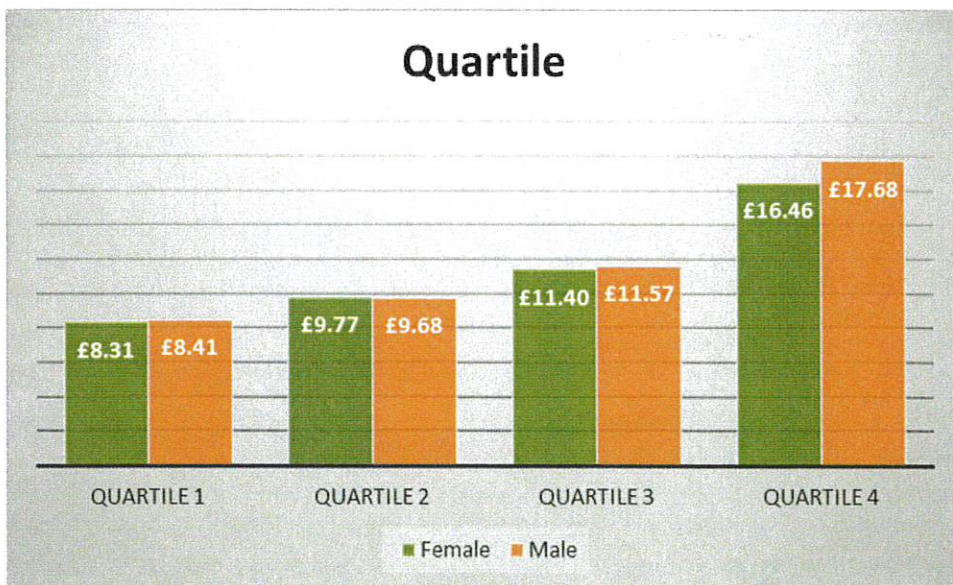
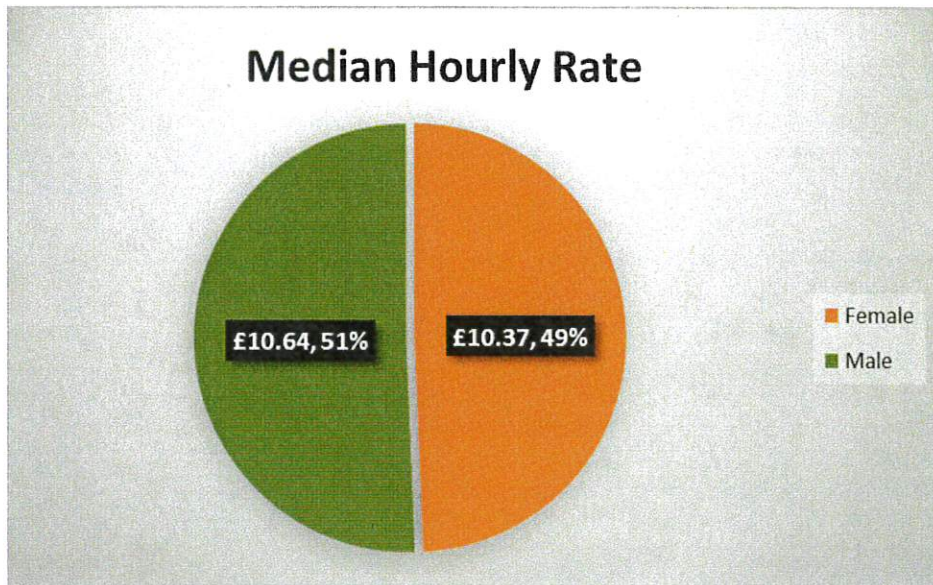
The table shows the proportion of males and females when divided into 4 groups, ordered from lowest to highest.


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Quartile 1 (Lowest)	
Men	31.39%
Women	68.61%
Quartile 2	
Men	28.15%
Women	71.85%
Quartile 3	
Men	33.09%
Women	66.91%
Quartile 4 (Highest)	
Men	31.62%
Women	68.38%



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Signed by 
Name **STEPHEN BELL**
Position **CHIEF EXECUTIVE OFFICER**
Date **27 FEBRUARY 2019**

