

# Gender Pay Gap Report 2018

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish data annually to show the difference between the average earnings of male and female employees.

## Method

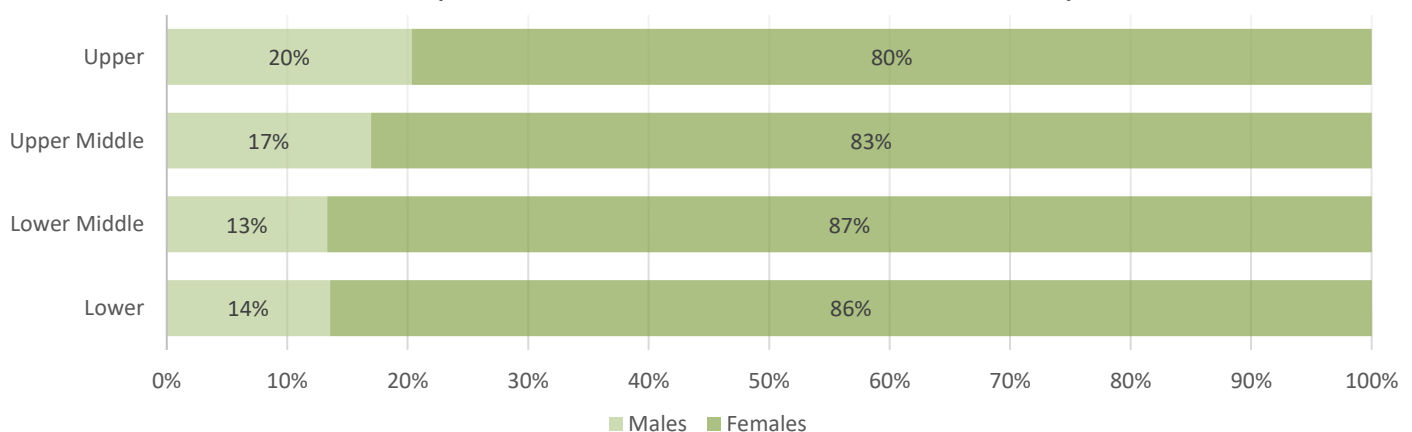
Using the hourly rates for all full-pay relevant employees on the snapshot date of 5<sup>th</sup> April 2018, we calculated:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus pay gap
4. Median bonus pay gap
5. Bonus pay proportion for males & females
6. Quartiles

## Results

Calculation	Description	Result
1. Mean gender pay gap	Difference between the average hourly pay of male and female employees, expressed as a percentage of average male hourly pay	10.53%
2. Median gender pay gap	As above, but median	4.11%
3. Mean bonus pay gap	Difference between the average bonus paid to male and female employees, expressed as a percentage of the average bonus paid to males	-9900%
4. Median bonus pay gap	As above, but median	-9900%
5. Proportion of males receiving a bonus	Male employees who received a bonus in the 12 months prior to 5 <sup>th</sup> April 2018, expressed as a percentage of total male employees	2.63%
5. Proportion of females receiving a bonus	As above, but for female employees	0.50%

### 6. Proportion of males and females in each quartile



## Quartiles

Employees were sorted by hourly rate of pay, highest to lowest, and organised into four evenly sized quartiles – Upper, Upper Middle, Lower Middle and Lower. The proportion of males and females in each quartile was then calculated.

## Understanding the gap

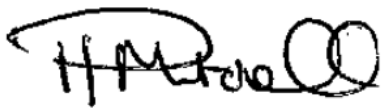
- On the snapshot date of 5<sup>th</sup> April 2018, Hill Care Limited employed 273 members of staff
- 84% of these employees were female, reflecting the trend across the care sector as a whole
- The highest paid employee was female and the lowest paid was male
- Two members of staff received bonuses in the 12 months prior to the snapshot date (1 male and 1 female)

## Statement

Although the data shows a gender pay gap, our results are well below the national average (9.1% median gender pay gap - *Office for National Statistics*), which reflects the high proportion of females employed in the care sector.

Hill Care Limited pays all employees based on their job role and does not increase or reduce pay based on gender. We are confident that our gender pay gap results are due to staff carrying out different roles and that males and females are paid equally for performing the same job across all of our care homes.

The figures in this report have been calculated using guidance from the Government Equalities Office and Acas, in accordance with Gender Pay Gap Reporting legislation and are accurate to the best of our knowledge.

A handwritten signature in black ink, appearing to read "Ian Mitchell". The signature is stylized and somewhat cursive.

Ian Mitchell  
Finance Director