

What is the Gender Pay Gap?

The Gender Pay Gap is new Government driven legislation which requires companies with more than 250 employees to publish the percentage differences in hourly pay and bonus pay between males and females.

What can cause a Gender Pay Gap?

One of the biggest causes in a difference between the percentages in males and females pay is the number of males and females within varying roles in an organisation. For example, if most of the higher paid employees are males and the lower paid employees are females then a high gender pay gap would be expected.

While it is important to look at aspects such as gender pay gaps when it comes to equal pay between males and females, it is also important to take into consideration the roles which you are comparing. Please see below for our 2017 Gender Pay Gap results:

Gender Pay Gap:

Mean-
13.3%

Women paid 13.3% lower than men per hour when comparing the mean hourly rates

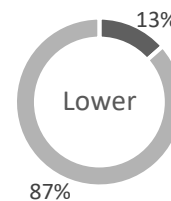
Median-
1.4%

Women paid 1.4% more per hour than men when comparing the median hourly rates

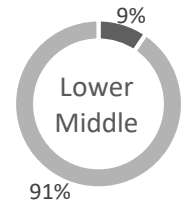
Gender Bonus Gap:

100%

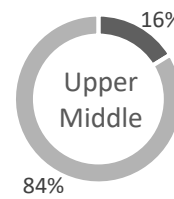
Women were paid 100% of the bonus' within the snapshot date of 05th April 2017



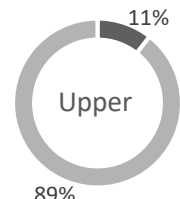
■ Males ■ Females



■ Males ■ Females



■ Males ■ Females



■ Males ■ Females

Having reviewed the calculations, I am comfortable with the basis of preparation and that this is a true reflection of the Gender Pay Gap for Springfield Home Care Services Ltd. The pay gap reported is skewed by director remuneration and if this was removed we would be reporting a figure closer to **2.99%** which we would expect to be the norm for a home care company in the UK.

Paul Phillips
Commercial and Operations Director