

## 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 2018 Gender Pay Gap results:

### Gender Pay Gap:

Mean-  
**14.9%**

Women paid 14.9% lower than men per hour when comparing the mean hourly rates

Median-  
**3.5%**

Women paid 3.5% more per hour than men when comparing the median hourly rates

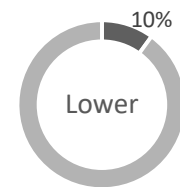
### Gender Bonus Gap:

Mean-  
**26.8%**

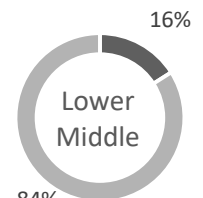
Women paid 26.8% lower than men for bonus pay

Median-  
**0%**

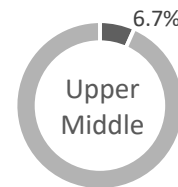
There was no difference between the median bonus figures between men and women



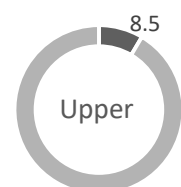
■ Males ■ Females



■ 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 **3.04%** in favour of females which we would expect to be the norm for a home care company in the UK.

Paul Phillips  
Chief Operating Officer