

PATHWAYS CARE GROUP LTD

GENDER PAY GAP REPORT MARCH 2018

**Introduction**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all organisations with 250 employees or more to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard time period regardless of their role or their seniority. The snapshot date for this report is 5 April 2017.

We are required to report on the mean and median salary pay gap, the proportion of males and females in each pay quartile and the pay gap between males and females for staff who receive bonus payments. On our snapshot date of 5 April 2017, we did not have any employees who received a bonus; therefore, we have not provided any information on bonus.

**Analysis**

Gender Pay Gap Statistics for the Group	
Mean Gender Pay Gap	14.29%
Median Gender Pay Gap	0%

Proportion of Females & Males in each Quartile Band				
Gender	Upper	Upper Middle	Lower Middle	Lower
Female	76%	82%	80%	80%
Male	24%	18%	20%	20%

We can confirm the accuracy of this information.

**Summary**

We confirm that we are conscious and mindful of fair pay and to comparing pay levels across all group companies and levels. Nearly 80% of our staff are female, which is above the sector wide average of 70% female (ONS Employment by Industry Report Oct-Dec 2017). As we are predominantly, one gender over another, differences in gender pay can arise.

We understand that individuals have a choice regarding their career pathways and the industries into which they enter. However, to support and address our gender pay gaps we will undertake the following actions:

- We will encourage applications from males into all of our roles across all quartiles and will encourage career development across all genders at all levels
- Ensure we do not have any gender bias in our recruitment processes or materials
- Review our flexible working and family friendly policies to ensure they are applied fairly across all levels and genders across the organisation
- Ensure our apprenticeship opportunities are available to all both internally and externally.

- Review our policies that support childcare and other caring responsibilities to ensure that the support available is equal to both men and women.

We are committed to creating balance across our organisation and pay distribution and will continually review our gender pay gap to address any imbalance.



Paul Lawes  
Chief Financial Officer



Kirstie Jones  
Group HR Director