

PATHWAYS CARE GROUP LTD

GENDER PAY GAP REPORT MARCH 2019

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 5th April 2018.

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 5th April 2018, 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	18.82%
Median Gender Pay Gap	6.00%

Proportion of Females & Males in each Quartile Band				
Gender	Upper	Upper Middle	Lower Middle	Lower
Female	68%	87%	80%	81%
Male	32%	13%	20%	19%

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. As we are predominantly one gender over another differences in gender pay can easily arise due to the size of the organization. It would only take a relatively small change in our workforce male/female on the snapshot date to have a significant impact on our data.

We understand that individuals have a choice regarding their career pathways and the industry into which they enter. We continue to support equal pay and will address any gender pay gaps by undertaking the following:

- We encourage applications from all into all of our roles, regardless of gender and we encourage career development across all levels and genders.
- We do not have any gender bias in our recruitment processes or materials
- We ensure all development opportunities both internally and externally are open to all regardless of gender

- Review all our policies that support childcare and other caring responsibilities to ensure that the support available is equal across all genders.

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

A handwritten signature in blue ink, appearing to read "K. Jones".

Kirstie Jones
Group HR Director