

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap, showing differences in average pay between their male and female employees.

Headline gender pay figures

The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5 April.

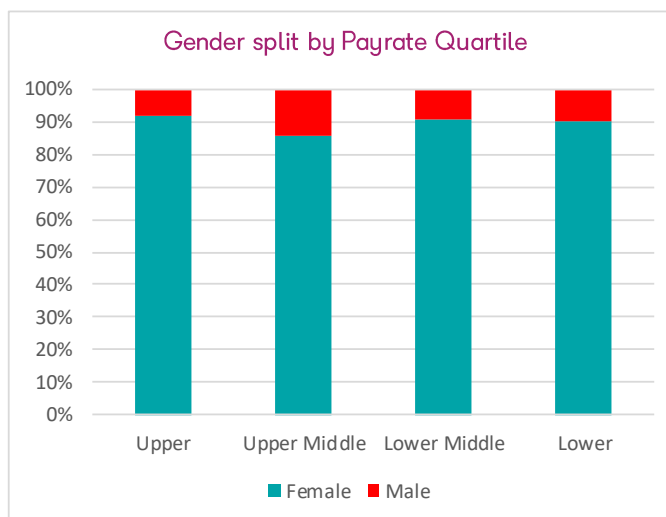
Pay and bonus gap	Median	Mean
Gender pay gap	0%	9%
Gender bonus pay gap	53%	38%

Proportion of employees receiving a bonus

Female	4%
Male	2%

Quartile Information

	Median
Upper	22
Upper Middle	-2%
Lower Middle	0%
Lower	0%



Understanding the gap

Borough Care's workforce comprises significantly more female than male staff. At the reporting date Borough Care employed 53 men and 466 women. This profile reflects the nature of the social care sector. Although there is an overall average (mean) pay gap of 9%, there is only a significant difference in the Upper Quartile. This is because this quartile has a very wide range of roles from Home Administrators to the Executive Management Team. In the two lowest quartiles the pay gap is below 0.5%. We are confident that men and women are paid equally for doing equivalent jobs across our organisation and that the pay gap is related to people carrying out different roles.

Bonuses are allocated to a very small percentage of staff and are based on home performance. In the reporting year, only a single male employee received a bonus, which makes the pay gap in bonuses higher than might otherwise be the case.

Borough Care believes in being an inclusive and diverse organisation where everyone has the opportunity to reach their full potential. Borough Care has introduced its aspire programme to develop the next generation of leaders within the business.

I confirm that the data reported is accurate.



Mark Ward
Borough Care Chief Executive
27 March 2018