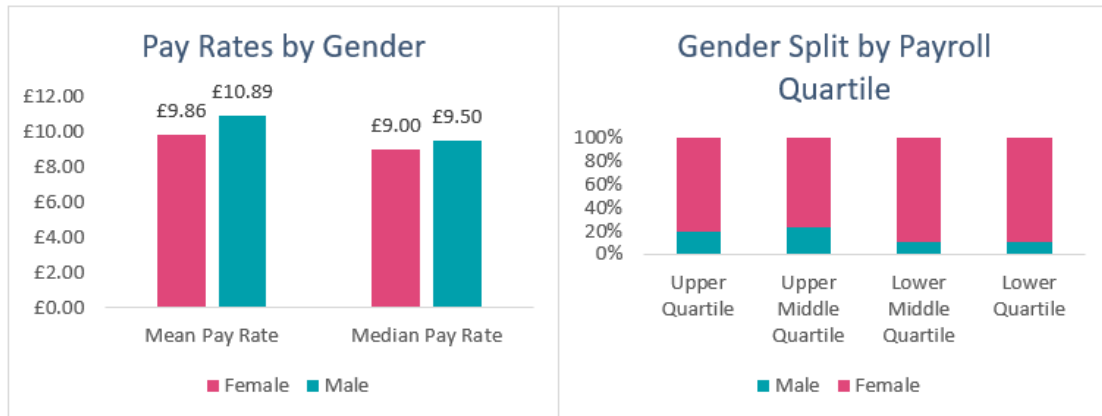


Gender Pay Gap Report 2021

Under 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 based on hourly rates of pay as at the snapshot date of 31st March 2021. We have also shown the quartile split by gender.



The mean gender pay gap is 16%, the median gender pay gap is 5%.

Understanding the gap

Borough Care’s workforce comprises significantly more female than male staff. At the reporting date Borough Care employed 101 men and 517 women. This profile reflects the nature of the social care sector. Although there is an overall average (mean) pay gap of 16%, there is only a significant difference in the Upper Quartile. This is because this quartile has a very wide range of roles from our Senior Night Carers to the Executive Management Team. In all but the highest quartile the pay gap is marginally negative, i.e. women are paid more than men in those quartiles. 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.

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 leadership in colour programme to develop the next generation of leaders within the business and in addition, from the 1st April 2021 became a Real living Wage employer, ensuring that all our staff, regardless of gender or role are paid at least £9.50 per hour.

I confirm that the data reported is accurate.



Mark Ward
Borough Care Chief Executive
17th June 2021

