



St Philip's Care Group

Gender Pay Gap Report - 2017

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 under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires six calculations and presenting the results that show the difference between the average earnings of men and women in our organisation.

The calculations that such employers are required to show are as follows:

1. The Gender Profile of our workforce
2. Proportion of males to females in each pay quartile
3. Proportion of males to females who are paid bonus pay
4. Gender pay gap (median)
5. Gender bonus gap (median)
6. Gender pay gap (mean)
7. Gender bonus gap (mean)

Introduction - What is the Gender Pay Gap and how is it calculated?

The gender pay gap is defined as the difference between the average hourly pay received by men and women across the organisation. This report presents the information at the same given point of time that all organisations have been requested to use, which is on 5th April 2017.

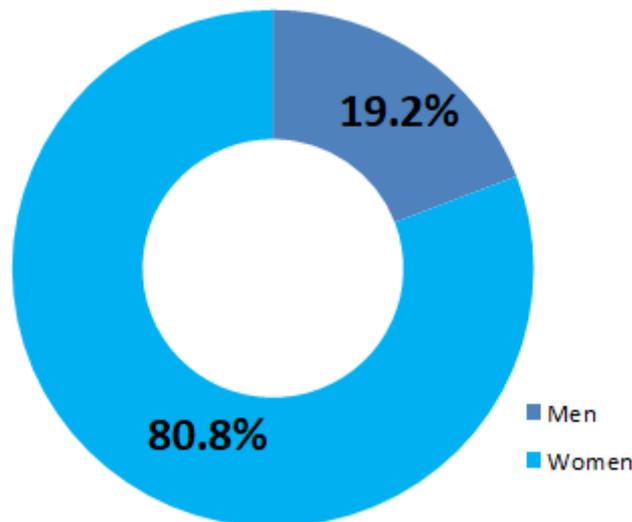
We are required to calculate and present our Gender Pay Gap in two different ways:

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of all men and all women. So if we wanted to calculate the median pay for 99 men or women, we would need to rank their hourly earnings in order from lowest to highest and pick the middle-most salary, i.e., the 50th person out of 99. This person would have 49 people paid more than him or her, and 49 people paid less than him or her.

The mean pay gap is the difference between average hourly earnings of all men and all women employed by Acorns. So if we wanted to calculate the mean hourly earnings for 99 people, we would add up the hourly earnings of all 99 people, and then divide the total by 99.

The median is included, and often preferred, because it is felt to remove the influence of very high and very low pay and therefore more fairly represents typical hourly earnings.

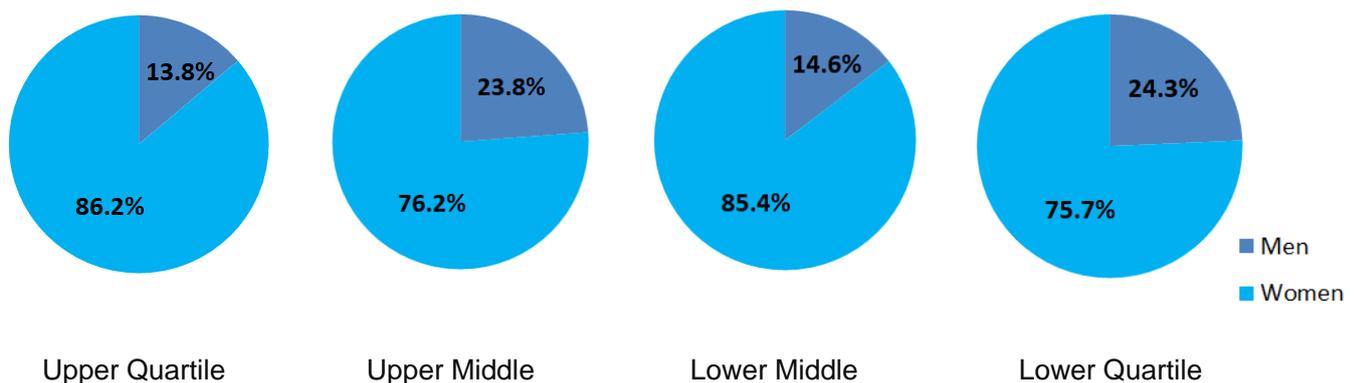
1. The Gender Profile of our workforce



On 5 April 2017, just over 80% of our employees were female. While obviously a high figure, this proportion is not uncommon for a company like us operating in the care sector. We are confident that men and women are paid fairly and equally for the same or similar roles.

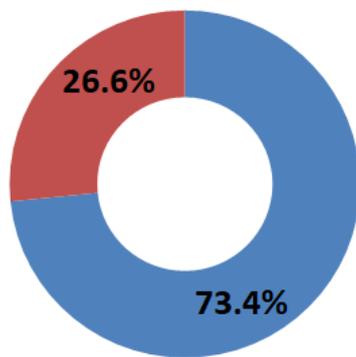
2. The Proportion of males to females in each pay quartile

The below charts are made by splitting the whole workforce into four equal sized bands based on hourly pay, from highest to lowest. The percentage of men and women is then calculated for each band.

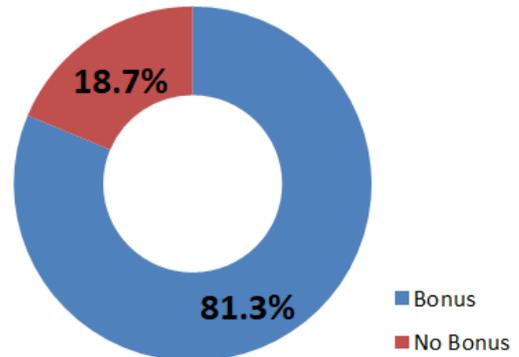


The charts show that the percentage of women and men in our workforce in each quartile is very similar overall. In others words, we have a similar proportion of women and men in our highest paid roles as our lowest paid roles.

3. **Proportion of men to women who are paid bonus pay**



Proportion of Men who received a bonus



Proportion of Women who received a bonus

4. **Median Gender Pay Gap**

The Median pay gap is 0.6%

5. **Median Bonus Gender Pay Gap**

The Median pay gap for bonuses is 11.1%

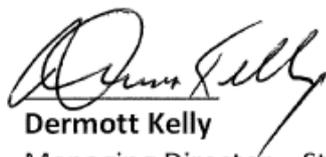
6. **Mean Gender Pay Gap**

The Mean pay gap is 10.2%

7. **Mean Bonus Gender Pay Gap**

The Mean pay gap for bonuses is -3.3%

The statistics above demonstrate that the pay gap between men and women is not considered statistically significant; there are no pay differences between men and women occupying equivalent roles. The majority of our workforce is female, which is not unusual in the care sector, and the rate of pay is based on other factors than gender, such as experience, qualifications, job level, etc.



Dermott Kelly

Managing Director – St Philips Care Group

