

Gender Pay Gap Report 2017

From April 2017 the government has introduced gender pay gap reporting for all companies with more than 250 employees.

The gender pay gap shows the difference between the average hourly pay for men and women across all ages, roles and organisational levels. It differs from equal pay which is the right for men and women to be paid at the same rate of pay for work that is of equal value.

What's our gender pay gap?

We're required to report on two measures, the mean and median gender pay gap.

The mean gender pay gap is the difference between the average hourly pay received by men and women across Choices as at 5th April 2017.

The median is the middle value in our pay and is calculated by organising all our salaries in order and picking the middle number. The median gender pay gap removes any influence of very high and very low pay.

The difference in hourly pay between men and women:

Mean **0%**

Median **0%**

What's our bonus gap?

The gender bonus gap is the difference between the average bonus received by men and women across Choices in 2016/17

The proportion of male employees who received a bonus during this period was **45.6%**

The proportion of women employees who received a bonus during this period was **30.3%**

The difference in the annual bonus pay between men and women:

Mean **33%**

Median **0%**

How is pay distributed throughout Choices?

We are required to show the split of men and women within pay quartiles which are calculated by splitting the whole workforce into four equal sized pay bands based on hourly pay. The percentage of men and women is then calculated for each band.

Quartile	Men	Women
Upper	15.6%	84.4%
Upper Middle	15.6%	84.4%
Lower Middle	18.8%	81.3%
Lower	11.8%	88.2%

Why don't we have a gender pay gap at Choices?

At 5th April 2017 Choices employed 511 people, of those 79 (15.5%) were men.

The UK average gender pay gap in 2016 was 9.4%, our mean gender pay gap in April 2017 was 0% and whilst we are delighted that our gender pay gap is 0% and that the ratio of women and men is proportionately distributed, gender wise across all pay quartiles we must not be complacent.

The care sector in which we operate is traditionally dominated by female employees and we work hard to break down the barriers of occupational segregation ensuring that we encourage male applicants for roles.

Our aim is to improve occupational segregation but this will take time and is affected by the wider educational and employment landscapes.

We are confident that men and women are paid equally for doing equivalent jobs across our organisation and this is supported by our lack of a gender pay gap.

As an employer committed to a diverse and inclusive workplace we ensure that the embracing of diversity is at the heart of all we do. This gender pay gap report supports us in monitoring pay and career progression amongst all employees so everyone has an opportunity to fulfil their potential.