

## Creative Care (East Midlands) Ltd Gender Pay Gap Reporting Statement

The Company's gender pay gap report for the pay period including 5 April 2023 is as follows:

		<b>Male</b>	<b>Female</b>
Pay quartiles	Band A (lowest)	26%	74%
	Band B	56%	44%
	Band C	35%	65%
	Band D (highest)	33%	67%
Mean gender pay gap	-2.84%		
Median gender pay gap	-1.05%		
Mean gender bonus gap			
Median gender bonus gap			
Percentage paid bonus		0%	0%

I confirm that the above information is accurate.

Signed 

**CEO and Director**

### EXPLANATORY NOTES

As can be seen from the above pay quartiles, our highest earners are predominantly female since the workforce is mostly (63%) female. For Creative Care, the median (mid-point or 'typical') gender pay gap shows slightly higher pay rates for females with a -1.05% pay gap compared to the national average for all full-time employees was 14.3% less for women than men. In the care sector the median pay gap is only 0.3% less for female Care Workers than men in the UK (Office of National Statistics, 2023). This is due to a higher proportion of females working in the care sector.

The mean (average) gender pay gap has reduced from 8.18 % to -2.84% and is due to profile of the workforce change to more females in senior paid roles. Senior Staff rates for the home managers and above are based on size of homes and area of responsibility. Comparable roles are paid the same irrespective of gender.

In the year ending 5 April 2023 no discretionary bonus were paid out for the financial year to either male or female staff.

The discretionary bonus scheme is available to all home managers and senior management team being based on deliver of a balanced scorecard of financial and quality performance which is consistently applied across both genders.