

Creative Care (East Midlands) Ltd gender pay gap reporting statement

The Company's gender pay gap report for the pay period including 5 April 2022 is as follows:

		Male	Female
Pay quartiles	Band A (lowest)	32%	68%
	Band B	34%	66%
	Band C	41%	59%
	Band D (highest)	27%	73%
Mean gender pay gap	8.18%		
Median gender pay gap	0%		
Mean gender bonus gap			
Median gender bonus gap			
Percentage paid bonus		0%	1.75%

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 (66%) female. For Creative Care, the median (mid-point or 'typical') gender pay gap shows equal pay rates for male and female with a 0% pay gap compared to the national average of 14.9% and 0.2% in the East Midlands for Care Workers (Office of National Statistics, 2022).

The primary reason for the mean (average) gender pay gap of 8.18 % is due to the salary of the senior management team impacting on the mean pay rates. 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 2022 the only three female managers received a discretionary bonus for the financial year. No males were awarded a bonus which gives a negative gender bonus gap.

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.