

Gender Pay Gap Report

April 2020



The gender pay gap is a measure of the difference between the average pay of men and women across an organisation. Somerset Care welcome gender pay gap reporting and sees this as a positive framework and enabler for positive change across all businesses in the United Kingdom.

As an organisation with over 250 staff, Somerset Care is obliged to publish the following data on its company website and upload to the Government's gender pay gap reporting service website:

1. The difference between the **mean hourly rate** of pay of male full-pay relevant employees and that of female full-pay relevant employees;
2. The difference between the **median hourly rate** of pay of male full-pay relevant employees and that of female full pay relevant employees;
3. The difference between the **mean bonus** pay paid to male relevant employees and that paid to female relevant employees (not applicable to Somerset Care);
4. The difference between the **median bonus** pay paid to male relevant employees and that paid female relevant employees (not applicable to Somerset Care).
5. The proportions of male and female relevant employees who were paid bonus pay (not applicable to Somerset Care).
6. The proportions of male and female full pay relevant employees in the **lower, lower middle, upper middle and upper quartile** pay bands.

Our results

It is important for the Somerset Care Group to be transparent and show results in comparison to previous years.

	5 th April 2017	5 th April 2018	5 th April 2019
Male Employees	306	268	290
Female Employees	2221	2082	2077
Total Employees	2527	2350	2367
Male Mean Hourly Rate	£9.394	£10.011	£10.068
Female Mean Hourly Rate	£9.166	£9.688	£9.545
Mean Gender Pay Gap	2.44%	3.22%	5.2%
Male Median Hourly Rate	8.265	8.805	£8.808
Female Median Hourly Rate	8.344	8.87	£8.813
Median Gender Pay Gap	-0.96%	-0.74%	-0.1%

Whilst Somerset Care's gender pay gap has slightly increased from 2018, the gap is still small at only a 5.19% pay difference between males/females. This is reinforced further when we review our figures in comparison to the Department of Health and Social Care's 2019 Gender Pay Gap report, which shows that when comparing mean hourly wages, the gender pay gap is 12.3%.

	5 th April 2017		5 th April 2018		5 th April 2019	
	Male	Female	Male	Female	Male	Female
Upper Quartile (75-100%)	13.77%	86.23%	11.58%	88.42%	13.9%	86.1%
Upper Middle Quartile (50-75%)	11.71%	88.29%	10.22%	89.78%	10.7%	89.3%
Lower Middle Quartile (25-50%)	11.23%	88.77%	9.18%	90.82%	10.5%	89.5%
Lower Quartile (0-25%)	11.73%	88.27%	14.63%	85.37%	14.0%	86.0%
TOTAL	12.11%	87.89%	11.40%	88.60%	12.25%	87.75%

With a predominance of women in the care sector as a whole, when reviewing our employee ratios, we have achieved our aim to have approximately 12% male and 88% female in the different Quartiles

What does this mean for Somerset Care?

Whilst a 5.19% gender pay gap is well below that of the Department of Health and Social Care's 2019 figure, we recognise that this is something we need to continue to focus on and reduce further. Somerset Care understands that reducing the gender pay gap is an important aspect of ensuring our employees feel valued and we will continue to look at our recruitment and retention processes to support inclusion and diversity into our business, which we know benefits our customers, clients and residents the most.

Gary Ridewood
Chief Executive Officer