



2019 Gender Pay Gap Report

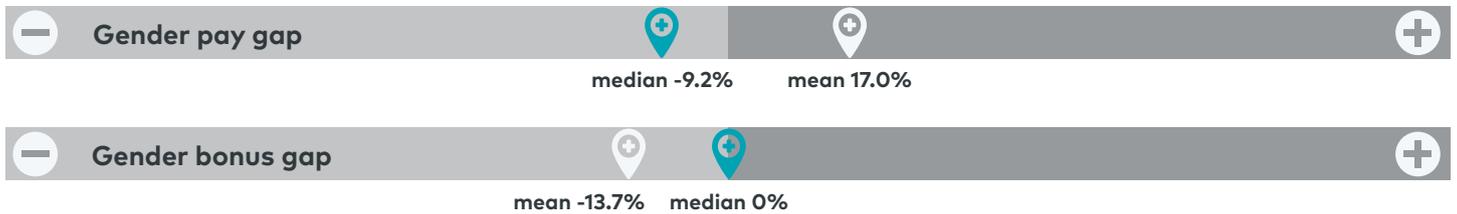
What is gender pay reporting?

The gender pay gap measures the difference between the average pay of all men and women in a company. From April 2018, any company with more than 250 employees is required to publish their gender pay information.

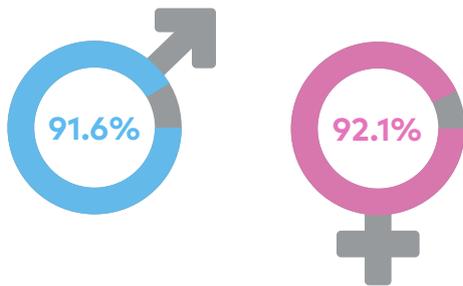
Often the gender pay gap is confused with unequal pay. Unequal pay is when one gender is paid less than the other for the same work, unlike the gender pay gap, which measures the difference in earnings at the company level, which is calculated by comparing the pay of employees on a case by case basis.

What is the gender pay gap at Healthcare at Home?

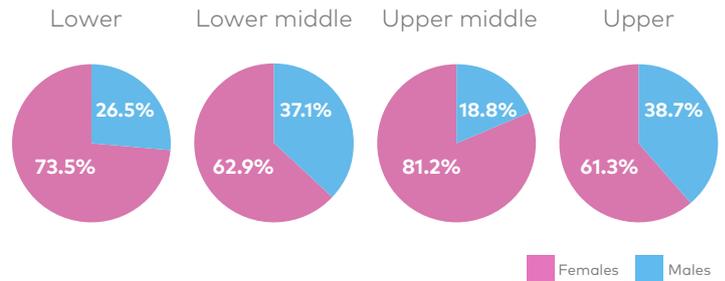
Difference between men and women:



The proportion of employees in Healthcare at Home receiving a bonus is:



Proportion of males and females per earnings quartile:



Supporting Information

As our workforce is **69.7% female** (a reduction of 0.5% from last year), this means that a small number of high paid males skew the males mean average pay. The equivalent number of females would not be sufficient to proportionally adjust the gap downwards.

The median average removes the distortion of very large or very small pay rate and bonuses and shows a typical situation.

A higher proportion of our women work in part time roles. While this bears no impact on women's hourly basic pay, this may impact other elements of the gender pay calculation.

Another point to note is, where eligible, **13.5%** more females choose the option of a company car over car allowance. Car allowance is included in the gender pay calculation, however company car value is not. Nearly half of all female employees are eligible for a car benefit due to either the type of role or status, compared with only a third of male employees.

What is Healthcare at Home doing to address its gender pay gap?

Healthcare at Home continues to support all colleagues in their development and maintains a fair and equitable approach to pay and benefits, regardless of gender.

Our leaders receive regular development to support them as they lead our people. This includes a comprehensive 4 day new leaders workshop, how to lead people during time of change and our think performance programme helping leaders hold great PDR conversations

While a lot of the difference in where our men and women work comes down to their different career choices, we care about building an environment where all employees have access to the same opportunities. We'll continue our work towards this in three areas:

1. Recruitment – ensuring we select the right person for the job, through a fair and balanced assessment process. We will actively monitor recruitment with gender or other protected characteristics in mind.
2. Development opportunities – develop the capabilities of all employees to further progress and enable promotion from within and to continue a leadership development programme for leaders at all levels
3. Career opportunities - providing opportunities for people to develop their career at all levels

Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements:

Jackie Reeves
Human Resources Director