

Compton Care Gender Pay Gap Statement

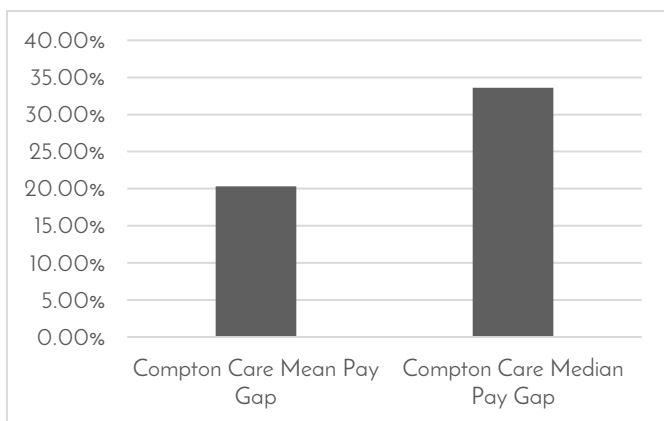
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires Compton Care, along with other organisations employing over 250 staff, to carry out gender pay gap reporting annually.

The gender pay gap is defined as the **percentage difference between the average hourly earnings of men and women** over a defined time period, regardless of role or seniority. According to the Office for National Statistics (ONS) men earned more 18.4% more than women across the UK in April 2017.

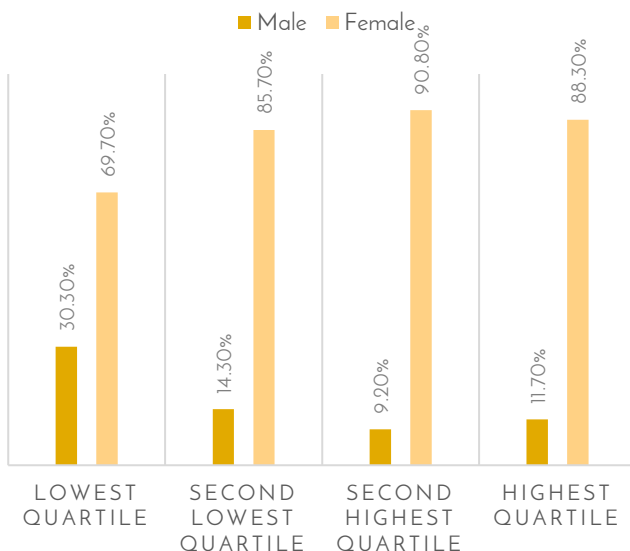
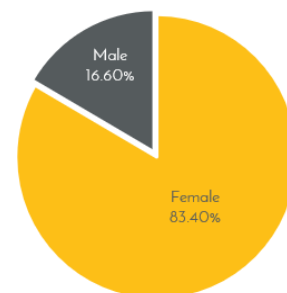
The gender pay gap is not the same as equal pay. Equal pay means that men and women in the same employment, performing equal work, must receive equal pay. Under the Equal Pay Act 1970, and more recently, the Equality Act 2010, it is unlawful to pay people unequally because they are a man or a woman. For instance, a company might have a gender pay gap if the majority of people in senior positions are male, despite paying male and female employees the same amount for similar roles.

Compton Care's Gender Pay Gap

Compton Care's overall gender pay gap by mean average is **20.3% in favour of women**. This represents the difference between the average salaries of females and males across our total workforce. Our gender pay gap by median average is **33.6%**.



Percentage breakdown of male and female Compton Care Staff



These ratios are calculated using a 'snap shot' of data taken in April 2018. At this time the Compton Care workforce consisted of 298 staff of which 247 were female and 49 were male.

This data is reflective of our workforce which is comprised of **83.4% female** and **16.6% male** employees. This is predominately driven by the environmental and historical factor of occupations more traditionally performed by women and is consistent within the sector.

Data published on the mean and median salary pay gap takes into consideration the proportion of male and female staff in each pay quartile. As Compton Care does not pay bonuses the requirement to report on pay gaps and bonus payments is not relevant.