

Carewatch Gender Pay Report

Carewatch is committed to ensuring equal pay for men and women who carry out the same job.

The table below shows the proportion of males and females in each of the four pay quartile bands:

Pay Quartile Bands	Females	Males
Lower	91.1%	8.9%
Lower Middle	82.8%	17.2%
Upper Middle	85.9%	14.1%
Upper	74.0%	26.0%

Carewatch's workforce profile reflects the nature of the health and social care sector, as referenced in the ACAS guidance, and is made up of 80% female and 20% male staff. The nature of the sector is such that the majority of female employees are in Care Worker and branch based roles and the majority of male employees are in head office in Support Services roles.

Based on our analysis a higher proportion of women than men fall into every pay quartile and this is as a result of our workforce gender profile being predominantly female, reflecting that of the sector.

Gender pay data

As set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the data below shows our mean and median hourly gender pay gap for the period including 5th April 2017:

- The mean gender pay gap is 30.7%
- The median gender pay gap is 7.3%

The Gender Pay Gap is the difference, expressed as a percentage, between the hourly rate of pay of female and male employees. This is reported on both a mean (average) and median (middle) basis.

Carewatch is confident that men and women are paid equally for doing the same or equivalent jobs across the company. As explained above, our average gender pay gap of 30.7% is primarily because Carewatch has a higher proportion of females in care and branch related roles and more males in central and specialist roles.

Gender Bonus Gap

The data below shows our mean and median bonus gap in a full 12 month reference period to 5th April 2017:

- The proportion of males receiving a bonus payment is 30.0%
- The proportion of females receiving a bonus payment is 69.7%
- The mean gender bonus gap is 82.7%
- The median gender bonus gap is 80.0%

The proportion of women receiving a bonus payment is considerably higher than men as a result of our workforce gender profile reflecting that of the sector. Our average gender bonus gap of 82.7% is as a result of three male employees who were paid a one off bonus for a specific non repeating corporate transaction.



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Our Actions

Carewatch regularly evaluates job roles and pay grades as necessary to ensure we have a fair pay and bonus structure. We are always committed to the same pay and bonus payments for both men and women in the same or similar job roles.

Our workforce strategy actively supports equality in male and female applications for work at Carewatch and we actively lobby government for additional funding in the Social Care Sector to pay female and male Care Workers more than we pay them today.

Emma Storer
Group HR Director