

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	Movement	Males	Movement
Lower	90.17%	Down	9.83%	Up
Lower Middle	90.96%	Up	9.04%	Down
Upper Middle	89.77%	Up	10.23%	Down
Upper	85.75%	Up	14.25%	Down

In the last year we have seen an increase in the percentage of females in the upper three quartile bands. Carewatch's workforce profile continues to reflect the nature of the health and social care sector and is made up of more females than 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 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. However, the increase in Males in the lower quartile band shows that Carewatch gradually increased the number of males in Care Worker roles and bridged the gap further.

Gender pay data

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.

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 2018:

- The mean gender pay gap is 19% (11% reduction in the last year)
- The median gender pay gap is 3% (4.3% reduction in the last year)

In the last year Carewatch has seen a reduction in the Mean and Median gender pay gap. This further demonstrates our commitment to reduce the gender pay gap between females and males.

Carewatch is confident that men and women are paid equally for doing the same or equivalent jobs across the company.

Gender Bonus Gap

The data below shows our mean and median bonus gap in a full 12 month reference period to 5th April 2018:

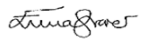
- The proportion of males receiving a bonus payment is 12% (18% reduction in the last year)
- The proportion of females receiving a bonus payment is 88% (18.3% increase in the last year)
- The mean gender bonus gap is 36% (46.7% reduction in the last year)
- The median gender bonus gap is 50% (30% reduction in the last year)

The proportion of women receiving a bonus payment continues to be greater than men as a result of our workforce gender profile reflecting that of the sector. Our average gender bonus gap has

reduced due to the company's commitment to close the gap and a reduction in those receiving incentives for specific non repeating corporate transactions.

Our Actions

Carewatch reviews pay rates in line with statutory increases and carries out annual reviews to ensure we have a fair pay structure. We are always committed to the same pay and bonus payments for both men and women in the same or similar job roles and our workforce strategy actively supports equality in male and female applications for work at Carewatch.



Emma Storer
Group HR Director

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