

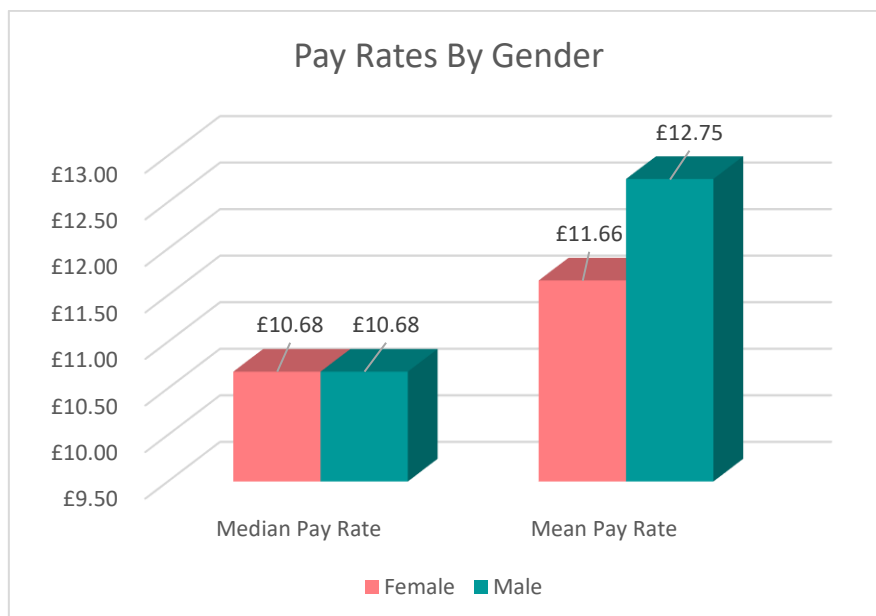
## Gender Pay Gap Report 2022

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap, showing differences in average pay between their female and male employees based on a snapshot date of 5<sup>th</sup> April.

### Gender pay gap

Based on the Government's methodology, Borough Care had 0% median gender pay gap and a mean gender pay gap of 8.5%

The information below shows our median and mean hourly rates by gender:



It is important to recognise that the 8.5% mean gender pay gap is not the same as saying women and men are being paid differently for doing the same job. We are confident that men and women are paid equally for doing equivalent jobs across our organisation and that the pay gap is related to people carrying out different roles.

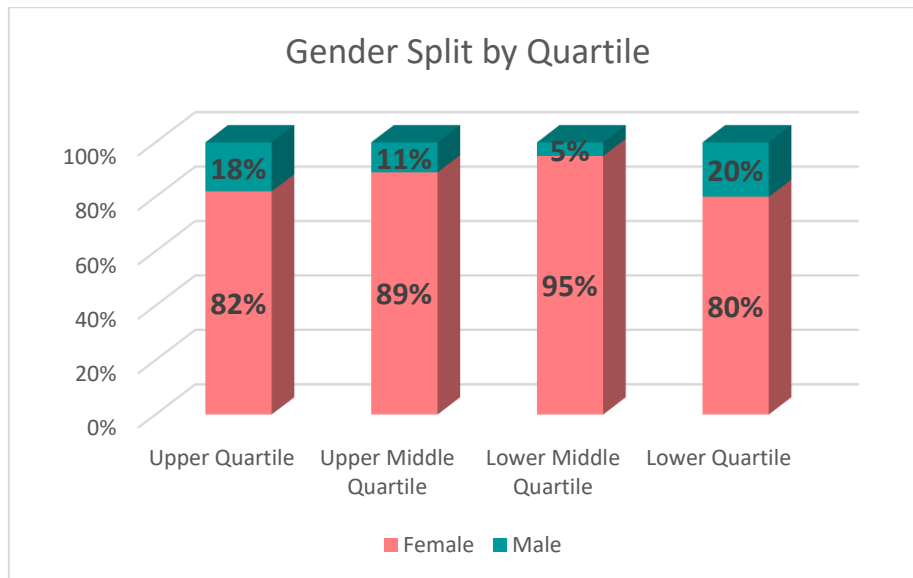
### Gender bonus pay gap

Bonus payments are not a standard part of the pay package for most employees. Only 1.2% of females and 1.2% of males in Borough Care received any bonus pay. For bonus pay, the median gender pay gap was 92% and the mean gender pay gap was 88%.

One specific role in the organisation attracts a different bonus structure to any other, and this role is currently held by a male staff member. The consequence of this different structure in a single role creates the significant bonus gender pay gap.

## Proportion of males and females in each pay Quartile

Borough Care's workforce comprises significantly more female than male staff. The information below shows the quartile split of our workforce by gender:



At the reporting date, Borough Care employed 586 staff, of which 85% were female and 15% were male. This is broadly reflected in the pay quartiles above with the exception of the lower middle quartile. This is because the lower middle quartile contains mainly Care Assistant roles and there are a higher proportion of females (93%) to males (7%) in these roles.

This profile reflects the nature of the wider social care sector.

### Addressing the gender pay gap

We are confident that men and women are paid equally for doing equivalent jobs across our organisation and that the pay gap is related to people carrying out different roles.

We will continue to review our recruitment practices to aim to attract more diverse applicants to our sector. We will also continue to support flexible working practices.

Borough Care believes in being an inclusive and diverse organisation where everyone has the opportunity to reach their full potential. This is reflected in our Governance, with 83% of our Board members being female.

We are also proud to be a Real Living Wage employer, ensuring that all our staff, regardless of gender or role are paid at least £9.90 per hour, increasing to £10.90 per hour in 2023.

I confirm that the data reported is accurate.

Mark Ward  
Borough Care Chief Executive