



Gender Pay Gap Report 2024

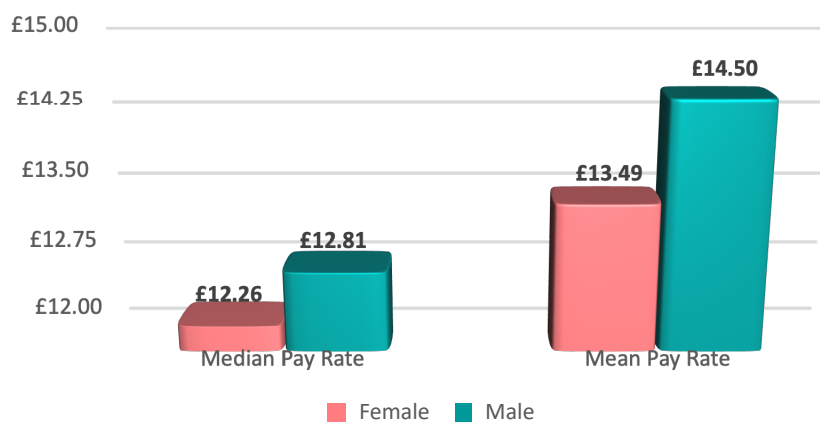
UK employers with more than 250 employees are required to publish their gender pay gap, showing differences in average pay between their female and male employees based on a snapshot date of 5th April.

Gender pay gap

Based on the Government's methodology, Borough Care had a 4.3% median gender pay gap and a mean gender pay gap of 7.0%. This is a 0.1% reduction in the mean gender pay gap when compared to last year.

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

Pay Rates by Gender



Small changes in our employee profile have a significant impact on our median pay rate. This year, for example if one male employee on above-median salary left Borough Care, our median gender pay gap would be 0%

It is important to recognise that the 7.0% 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

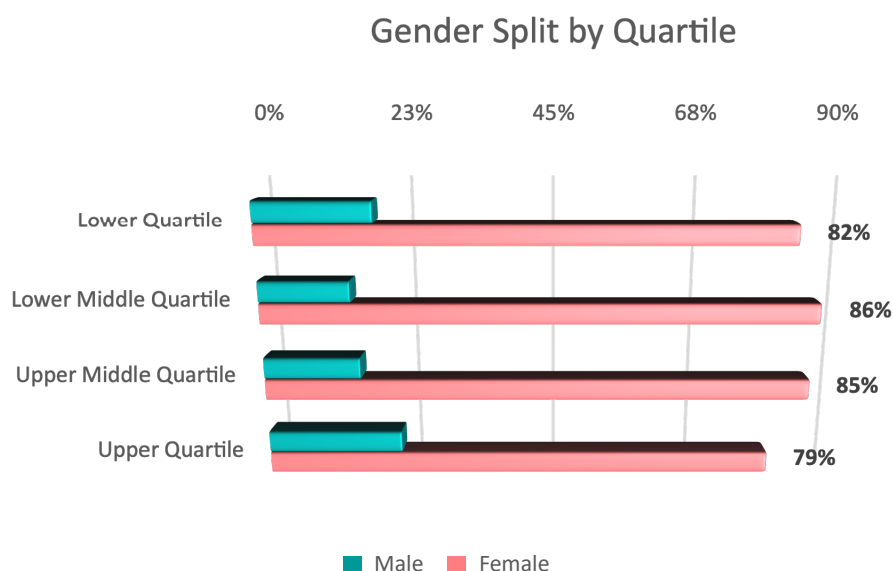
Bonus payments are not a standard part of the pay package for most employees. Only 1.4% of females and 1.8% of males in Borough Care received any bonus pay. For bonus pay, both the median and mean gender pay gap was 80.3%.

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

The information below shows the quartile split of our workforce by gender:



At the reporting date, Borough Care comprised of 757 permanent staff and casual workers, of which 85% were female and 15% were male. We are pleased to report that the proportion of females in the lower quartiles has reduced by 6% since last year.

Addressing the gender pay gap

Tracking our pay gap data helps us consider what actions we can take and evaluate their impact. We are glad to see our mean gender pay gap narrow for the third consecutive year.

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 and promotion practices to aim to attract more diverse applicants to our sector across all pay quartiles. We will also continue to support flexible working practices and the health and wellbeing of our colleagues.

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 67% 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 £12.60 per hour, increasing to £11.44 per hour in 2025.

I confirm that the data reported is accurate.

Mark Ward
Borough Care Chief Executive