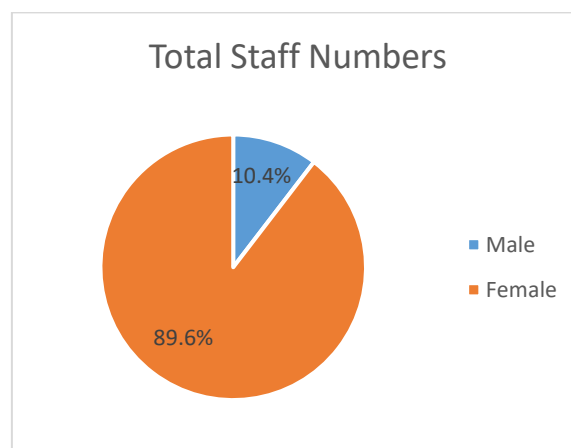


Gender Pay Report 2019

Introduction

As a UK employer with more than 250 employees, Coverage Care are required to publish the gender pay gap between their male and female employees. At the point of reporting there were 970 staff included within the definitions of gender pay reporting, with 869 female employees and 101 male employees. This ratio of female to male employees is typical of the care sector as a whole.



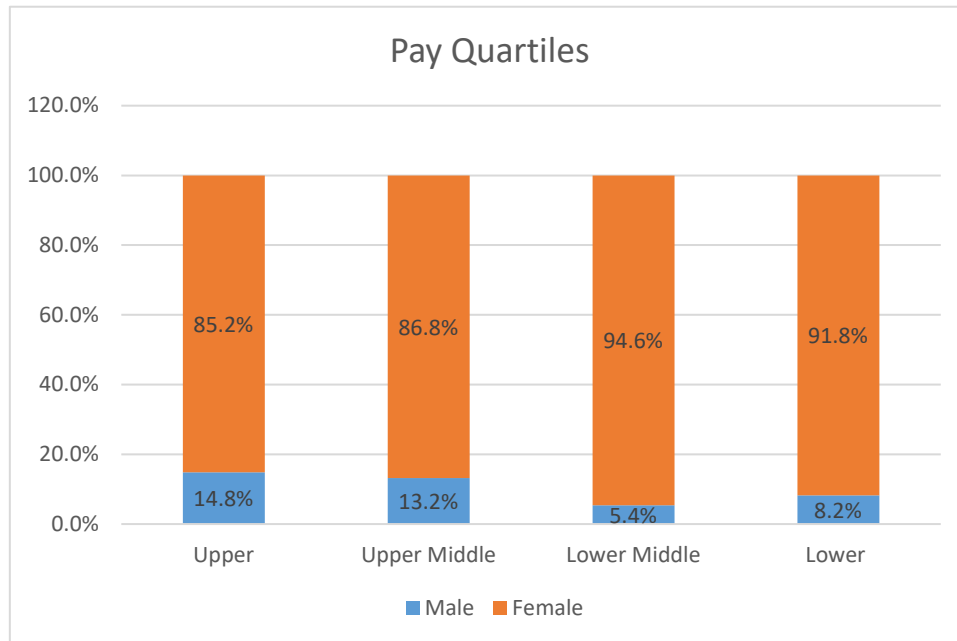
Summary

The gender pay gap is a measure of the difference between the average earnings for female and male employees, irrespective of their position within the organisation. This is different from equal pay and we are confident that females and males are paid the same for doing the same or similar roles.

The mean and median gender pay gap have been calculated as at April 2019 and the results can be seen below:

Gender Pay and Bonus Gap	Median	Mean
Gender Pay Gap	4.1%	8.6%
Gender Bonus Pay Gap	0.0%	0.8%

Proportion of Employee Receiving a Bonus	
Male	2.0%
Female	2.9%



Understanding the gap

Coverage Care’s gender pay gap is well below the national average as estimated by the Office for National Statistics at 17.3% in 2019. As an organization, we have worked hard to ensure there is a fair and consistent system of pay in place and this can be seen in the results above. We will continue to take steps to promote gender equality and invest in training and development to ensure that all individuals are supported to progress their career.

The higher mean gender pay gap of 8.6% is due to the types of roles performed by males at Coverage Care, with a higher proportion in the more specialist and higher paid roles. Given the smaller numbers of males employed in total the reported figures fluctuate more significantly year on year with individual job role changes.

Bonuses

The larger proportion of bonuses paid to female staff comprise relatively low value awards of items funded in recognition of long service. These are awarded mainly to women reflecting the proportion and average length of service across our staff teams.

Our Values

Coverage Care believes in being an inclusive diverse organisation where everyone has the opportunity to achieve their full potential. We are passionate about developing all our staff through our progressive career structure. We actively encourage internal development at all times with comprehensive internal training support.

Carla Jackson
Finance Director