

Gender Pay Report 2018

Introduction

Under legislation which came into force in April 2017, UK employers with more than 250 employees are required to publish the gender pay gap between their male and female employees.

Summary

The information below shows our mean and median gender pay gap. The bonus pay gap is also shown. The information is based on a snapshot at April 2018 as required by the legislation.

Gender Pay and Bonus Gap	Median	Mean
Gender Pay Gap	0.58%	20.96%
Gender Bonus Pay Gap	0.00%	-244.80%

Proportion of Of Employees Receiving a Bonus	
Male	5.88%
Female	4.88%

Pay Quartiles	Male	Female
Upper	13.01%	86.99%
Upper Middle	11.38%	88.62%
Lower Middle	8.94%	91.06%
Lower	10.16%	89.84%

Understanding the gap

Coverage Care's workforce comprises significantly more female than male staff. This is consistent with the social care sector. The lower paid roles of domestic and care staff are predominantly undertaken by women. At the reporting date Coverage Care had 984 employees included within the definitions of gender pay reporting comprising 102 male and 882 female members of staff.

The median gap (0.58%) is significantly below the average gap both within the healthcare sector and particularly when compared to other sectors. The higher mean gender pay gap of 20.96% is largely due to a very wide range of specialist roles existing in this quartile occupied by a slightly higher proportion of males than in the other quartiles.

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 of our staff through our progressive career structure. We actively encourage internal development at all times with comprehensive internal training support.

Christopher Wall Finance Director