

Gender Pay Report 2017

Introduction

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their 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 2017.

Gender Pay and Bonus Gap	Median	Mean
Gender Pay Gap	1.67%	15.28%
Gender Bonus Pay Gap	0.00%	-174.64%

Proportion of Of Employee Receiving a Bonus		
Male		7.14%
Female		8.00%

Pay Quartiles	Male	Female
Upper	11.30%	88.70%
Upper Middle	13.82%	86.18%
Lower Middle	9.38%	90.62%
Lower	11.79%	88.21%

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 982 employees included within the definitions of gender pay reporting comprising 118 male and 864 female members of staff.

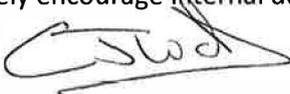
Although there is an overall average (mean) pay gap of 15.28% there is only a notable difference in the upper quartile. This is because the upper quartile has a very wide range of specialist roles from Care Home Managers to the centrally based management team. In two of the three other quartiles the pay gap is a small negative percentage. In the other quartile the average rates are exactly the same.

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 organization 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.



Christopher Wall Finance Director