



Gender Pay Gap Report 2017

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 in order to show how large the pay gap is between their male and female employees.

Quantum Care had a staffing establishment of 2,587 at the snapshot date of 5 April 2017. In common with the majority of residential care providers a significant proportion of our workforce is made up of female staff with the proportions being: 88.52% women and 11.48% men.

In line with legislative requirements, the Quantum Care Gender Pay Gap report shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5 April 2017.

The mean gender pay gap for Quantum Care =

5.5%

The median gender pay gap for Quantum Care=

0%

The mean gender gap in bonus payments =

0%

The median gender gap in bonus payments=

0%

Proportion of Females receiving a bonus payment =

31.1%

Proportion of males receiving a bonus payment =

30.4%

The table below shows the proportion of males and females in each quartile pay band:

Quartile	Men	Women
Upper	13.5%	86.5%
Upper Middle	6.3%	93.7%
Lower Middle	13.9%	86.1%
Lower	12.2%	87.8%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Commentary

- The mean Gender Pay Gap at Quantum Care of 5.5% is significantly lower than the UK Mean GPG of 17.4% (ONS, *Annual Survey of Hours and Earnings (ASHE) figures October 2017*).
- The Median GPG at Quantum Care of 0% is also significantly lower than the Median GPG for the whole economy which is 18.4% (ONS, *Annual Survey of Hours and Earnings (ASHE) figures October 2017*).
- There is an excellent representation of women at all levels throughout the Company, including at the most senior levels.
- We can be confident that there is no cause for concern over equal pay or gender pay gap for Quantum's staff occupying the same roles because pay for men and women in these roles is typically the same using fixed hourly rates.
- We believe that the reasons for our small gender pay gap is due to the fact that Quantum Care has an over representation of women in lower salaried roles and a larger representation of men in higher salaried roles.

This is representative of the normal pattern of the female/male gender split in the Social Care Sector with a higher proportion of women working in caring and administrative roles which tend to be paid at a lower level. (ONS: *Percentage of male and female employees in different occupational groups, UK, April to June 2016*).



In addition a number of head office roles reflect sector wide female representation and skills shortages in roles such as maintenance, facilities and property development.

- Bonus payments were made to frontline staff to reward excellent attendance for the year and modest performance bonus payments were made to Home Managers who met and exceeded performance objectives.

Actions to address the Gender Pay Gap at Quantum Care

- We will continue to ensure that recruitment and promotion opportunities to all posts within the company will be equally available to women and men.
- We will continue to ensure that access to management development and fast track development programmes will be equally accessible to both women and men throughout the company to encourage all our staff to develop their careers within Social Care.

I confirm that the information and data reported is accurate as of the snapshot date of 5 April 2017.

W Spooner.

Wanda Spooner
Director of HR and Training