

Gender Pay Gap Report for year 2017-2018 – Tower Bridge Holmes Care

Period:	6 th April 2017 – 5 th April 2018			
Mean Pay:	The mean gender pay gap is the difference between the: <ul style="list-style-type: none"> • mean (average) gross hourly pay of female employees (taken as a single group); and • mean (average) gross hourly pay of male employees (taken as a single group). • Mean rate of hourly pay for full-pay relevant male employees (A). • Mean rate of hourly pay for full-pay relevant female employees (B). • Percentage was calculated using the following formula: $(A - B) / A \times 100$ 			
	Female	Male	Difference (%)	Comments
	7903.3 / 843 = £9.37 (B)	1138.48 / 124 = £9.18 (A)	$(A - B) / A \times 100 = -2.07 \%$	Small negative gender pay gap which shows that on average females earn marginally more than males in the Company.
Median Pay:	The median gender pay gap is the difference between: <ul style="list-style-type: none"> • The mid-point (median) gross hourly pay of female employees (taken as a single group); and • The mid-point (median) gross hourly pay of male employees (taken as a single group). • Median rate of hourly pay for full-pay relevant male employees (A). • Median rate of hourly pay for full-pay relevant female employees (B). • Percentage was calculated using the following formula: $(A - B) / A \times 100$ 			
	Female	Male	Difference (%)	Comments
	£8.45	£8.45	$(A - B) / A \times 100 = 0 \%$	No difference in male and female median pay
Pay Quartiles:	<p>This section of the report highlights the number of men and women in each quartile of their pay distribution. This helps to identify the numbers of women and men in each quarter by overall pay distribution.</p> <p>Percentage was calculated using the following formulas: $A / C \times 100$ and $B / C \times 100$. (A = male employees in quartile, B = female employees in quartile, C = total number of employees in quartile)</p> <p>Lower quartile: The figure below identifies the proportion of full-pay relevant employees in the lower quartile.</p>			

	<p>Males: 15% Females: 85%</p> <p>Lower middle quartile: The figure below identifies the proportion of full-pay relevant employees in the lower middle quartile.</p> <p>Males: 8% Females: 92%</p> <p>Upper middle quartile: The figure below identifies the proportion of full-pay relevant employees in the upper middle quartile.</p> <p>Males: 16% Females: 84%</p> <p>Upper quartile: The figure below identifies the proportion of full-pay relevant employees in the upper quartile.</p> <p>Males: 15% Females: 85%</p>			
Bonus Pay:	The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months [preceding 5th April 2018]			
	Female	Male	Comments	
	1.42%	1.61%	Slightly higher male percentage than females meaning there was very little difference between received bonuses during the relevant period than.	
Mean Bonus Pay:	The mean gender bonus pay gap is the difference between the:			
	<ul style="list-style-type: none"> • mean (average) gross bonus pay of female employees (taken as a single group); and • mean (average) gross bonus pay of male employees (taken as a single group) during the 12 months preceding 5th April 2017 			
	Female	Male	Difference (%)	Comments
	£778.85	£617.88	-26.05%	Negative figure which shows on average females received higher bonus payments than males in the relevant period.
Median Bonus Pay:	The median gender bonus pay gap is the difference between:			
	<ul style="list-style-type: none"> • The mid-point (median) gross bonus pay of female employees (taken as a single group); and • The mid-point (median) gross bonus pay of male employees (taken as a single group) during the 12 months preceding 5th April 2017 			
	Female	Male	Difference (%)	Comments

	£250	£617.88	59.53%	On average males received higher bonus payments than females in the relevant period.
--	-------------	----------------	---------------	--