

CornwallCare

Gender Pay Gap Report 2020

All organisations with 250 or more employees are required to publish their gender pay gap. The statistics in this report are based on a snapshot of data taken on 5th April 2020 for Cornwall Care Services Limited.

The gender pay gap differs from equal pay.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. Cornwall Care is confident that men and women are paid equally for doing the same job. However, if there is a greater proportion of men than women in senior roles this creates a gender pay gap.

Headline Gender Pay Gap Figures

	Mean %	Median %
Gender Pay Gap	5.9%	2.0%
Gender Bonus Gap	6.7%	0.0%
Proportion of Males Receiving a Bonus	1.7%	
Proportion of Females Receiving a Bonus	5.0%	

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It is calculated from all hourly rates of pay in the sample, lines them up in order from lowest to highest, and picks the middle-most hourly rate.

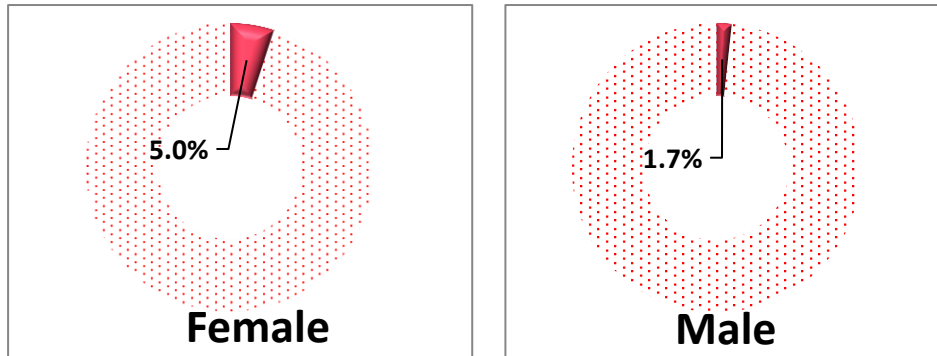
These figures are based on hourly rates of pay on 5 April 2020.

In 2020 the mean gender pay gap was 5.9% and median gap 2.0%. The main reasons underlying our mean gender pay gap was a consequence of there being more women than men in our caring roles, which tend to be lower paid roles; consistent with our industry. There are, nonetheless, more women at all leadership levels at Cornwall Care, except the Executive Board where in April 2020 there were two male and one female executives.

Personal choices our colleagues make around their working patterns are a key driver in our gender pay gap. As a county, Cornwall has a lower participation rate for the working population than the national average. At Cornwall Care 70% of substantive staff work part time, of which 85% are female employees. While Cornwall Care is confident that men and women are paid equally for doing equivalent jobs across our services, the main reason for the mean gender pay gap is that the average hourly rate of pay for males is higher than the average hourly rate for females. This is indicative of there being slightly fewer women in senior roles and a higher proportion of women on lower pay scales. There may be multiple factors responsible for this, such as, culture, family and work-life balance. All of these can impinge on female employees' career progression, especially into senior leadership roles.

Gender Bonus Gap

There is no median gender pay gap between male and female colleagues receiving bonus or incentive payments. There is, however, a mean gap of 6.7% meaning the average bonus payment for male colleagues was above the average for females.



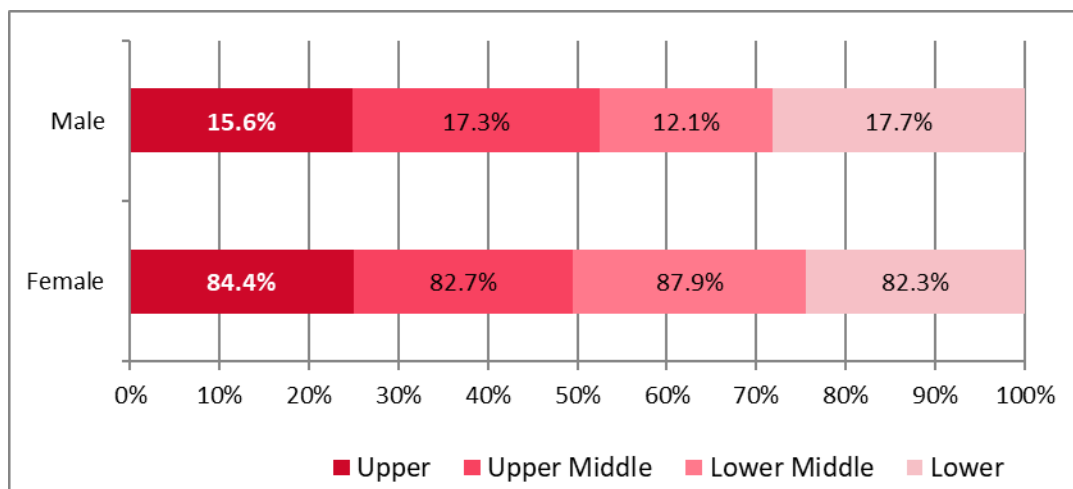
Proportion of male and female colleagues receiving a bonus or incentive payment

5.0% of female colleagues received a bonus payment in the year to 5/4/20 compared to 1.7% of male colleagues. Bonus payments predominantly related to the 'Introduce a Friend' initiative for colleagues to introduce a friend to work at Cornwall Care.

Gender Pay Gap by Pay Scale

This chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four quartiles. Female colleagues represented 82% of the eligible workforce for reporting purposes.

Data is shown below in graphical format to indicate the proportion of male to female colleagues in each pay quartile.



In line with most care home providers, the majority of our workforce is female throughout all four quartiles.

We are therefore keen to ensure that men are given the same access as women to care worker roles, which is the largest populated role in the company and middle management roles, whilst also ensuring women have equal access to more senior roles.

Cornwall Care will continue to work to close the current gender pay gap by continuing to offer flexible working, providing unconscious bias training for managers, and fostering an inclusive culture.

I confirm the accuracy of the report, data from which has been submitted to the Gender Pay Gap Service

A handwritten signature in black ink, appearing to read 'K. Eldridge', written in a cursive style. The signature is positioned above a thin yellow horizontal line.

Kerry Eldridge
Director of People and Culture