



Gender Pay Gap Report

Community Integrated Care is pleased to publish details of its Gender Pay Gap results, in accordance with the Government's Gender Pay Gap legislation, requiring employers of 250 or more employees to publish statutory calculations outlining the pay gap between male and female employees.

The information collected as at 31st March 2018 shows:

Mean and Median pay and bonus information

Mean Gender Pay Gap	6.90%
Median Gender Pay Gap	1.80%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%

Bonus information

There were no bonuses paid within this reporting period

Quartile pay band information:

Number of Male Employees	Mean Hourly Rate Male	Median Hourly Rate Male
774	9.37	7.64
Number of Female Employees	Mean Hourly Rate Female	Median Hourly Rate Female
3176	8.73	7.5

Pay Quartile	Female Proportion	Male Proportion
Upper Quartile	79.30%	20.70%
Upper Middle Quartile	78.20%	21.80%
Lower Middle Quartile	80.90%	19.10%
Lower Quartile	83.20%	16.80%

These figures have been reached using the mechanisms that are set out in the Gender Pay Gap reporting legislation.



Gender Pay Gap Report – Supporting Statement

As an equal opportunities employer, Community Integrated Care actively strives to achieve the fair treatment of all colleagues, regardless of gender.

Our values are in our DNA: We Include; We Deliver; We Aspire; We Respect; We Enable. Transparency and accountability are the foundations we live by and so we welcome the opportunity to publish these results and outline our plans for the future.

Where are we now:

We are very proud of each and every one of our nearly 6000 colleagues, the vital work they do to support over 3000 people with care needs and the invaluable contribution they make to society.

Our mean and median gender pay gap, although still low, has increased from last year's figures of a mean Gender Pay Gap: 6.9% (2.98%) and a Median of 1.85 (0.69%). Examination of the data has shown the increase is primarily due to the decline in the number (and percentage) of Male Support Workers recruited into the organisation, an issue which persists as throughout the sector and remains high in our focus for our recruitment strategy in 2019.

	Male Support Worker New starters	Male Support Worker % New starters
2017	396	4.6%
2018	292	1.9%

2018 also saw the organisation strengthen its executive team, welcoming a permanent new Chief Executive Mark Adams in September 2017, this permanent appointment (following a period covered with a temporary personal contract) would also have contributed to the increase in our Gender Pay Gap figure.

We have worked hard to foster an environment of quality through the creation of pay bands ensuring as far as possible, all colleagues are paid the same rate for the same jobs. We continue to offer a range of part-time and flexible working patterns to achieve a balanced workforce.

Our aim is always to ensure that everyone is reward fairly for their work and has equal opportunity to achieve, regardless of background, sex, sexual orientation, race, ethnicity, age, disability, gender or gender reassignment, marriage or civil partnership pregnancy and maternity, religion or belief.

Looking ahead:

As an organisation we are always striving to be better and have already worked towards reducing any increase in our gender pay gap figures, this is reflected in the equality of our executive and senior positions. Both our Executive Board and Senior Leadership Team are over 50% female.

We continue to focus on ensuring that any differential between the pay of men and women in our organisation remains low and where it cannot be eliminated, that is for genuine and justifiable reasons.



We will maintain a fair approach with our colleagues as we actively promote our wide range of working contracts and patterns which offer flexibility for all colleagues, to manage working around family and/or caring commitments.

Regularly, we will review and improve our recruitment processes to ensure these are robust, do not discriminate against gender and continue to ensure that we appoint the right person for the job.

Through our democratically elected staff forum, GameChangers, we maintain open discussion with all colleagues, at all levels, on any issues, including any practices that may contribute to any form of inequality in our organisation.

A handwritten signature in black ink, appearing to read "Mark Adams".

Mark Adams
CEO
Community Integrated Care