



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 5<sup>th</sup> April 2020 shows:

**Mean and Median pay and bonus information**

**Overview**

<b>Mean Gender Pay Gap</b>	<b>6.4%</b>
<b>Median Gender Pay Gap</b>	<b>0%</b>
<b>Mean Bonus Pay Gap</b>	<b>0%</b>
<b>Median Bonus Pay Gap</b>	<b>0%</b>

**Breakdown**

<b>Number of Male Employees</b>	<b>Mean Hourly Rate Male</b>	<b>Median Hourly Rate Male</b>
764	£9.91	£8.21
<b>Number of Female Employees</b>	<b>Mean Hourly Rate Female</b>	<b>Median Hourly Rate Female</b>
2951	£9.27	£8.21

<b><u>Pay Quartile</u></b>	<b><u>Female Proportion</u></b>	<b><u>Male Proportion</u></b>
Upper Quartile	78.10%	21.90%
Upper Middle Quartile	79.50%	20.5%
Lower Middle Quartile	83%	17%
Lower Quartile	77.10%	22.90%

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

Our mean gender pay gap has continued to drop by 0.3 % to 6.4% and the median remains at 0. Although this is very low against the national average of 15.5 % we will continue to work towards reducing this gap.

**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. Therefore, we welcome the opportunity to publish these results and outline our plans for the future.

We are immensely proud of each one of our 6000 colleagues. The contribution they make to our charity, and to wider society, by delivering the best lives possible for people with support needs is



immeasurable. We passionately believe that those working in Social Care deserve better pay for the work they do. Through our national Unfair To Care campaign, our charity is lobbying the Government to allocate more and fairer funding to the sector to increase wages; deliver a system of fair and objectives pay benchmarks and bandings and create a wider, long-term workforce strategy to make social care a viable, respected and sustainable career.

#### **Future Plans**

In October 2021 Community Integrated Care will launch its new Organisational Design Framework. This will help create a fair and transparent system of pay bandings across the charity, combined with a clearly defined career development pathway, ensuring that all colleagues are rewarded fairly and are able to achieve their true potential.