As an equal opportunity’s employer, Community Integrated Care actively strives to achieve the fair treatment of all colleagues, regardless of gender. We will continue to follow our passion, to lobby the Government to increase funding to the sector, to enable us to pay colleagues the rate of pay they deserve.

Community Integrated Care is pleased to publish details of its Gender Pay Gap results in accordance with the Governments Gender Pay Gap legislation.

The information collected as at 5th April 2022 shows:

**Gender Pay Gap Overview**

|  |  |  |
| --- | --- | --- |
|  | 2021 | **2022** |
| **Mean Gender Pay Gap**  | 5.4% | **3.0%** |
| **Median Gender Pay Gap**  | 2.1% | **1.2%** |
| **Mean Bonus Pay Gap**  | 0% | **0%** |
| **Median Bonus Pay Gap**  | 0% | **0%** |

**Gender Breakdown**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Male 2021 | Female 2021 | **Male 2022** | **Female 2022** |
| **Number of Colleagues**  | 908 | 3236 | **909** | **3025** |
| **Mean Hourly Rate**  | 10.55 | 9.98 | **11.35** | **11.02** |
| **Median Hourly Rate**  | 9.03 | 8.84 | **9.86** | **9.74** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Male Proportion 2021 | Female Proportion 2021 | **Male Proportion 2022** | **Female Proportion 2022** |
| **Upper Quartile**  | 19.5% | 80.5% | **26.3%** | **73.7%** |
| **Upper Middle Quartile**  | 19.2% | 80.8% | **22.8%** | **77.2%** |
| **Lower Middle Quartile**  | 20.8% | 79.2% | **22.2%** | **77.8%** |
| **Lower Quartile**  | 24.6% | 75.4% | **21.1%** | **78.9%** |

Our mean gender pay gap is 3.0% and median pay gap is 1.2%. We are pleased to have reduced our pay gap figures in the last 12 months through our fair and transparent pay framework. We will strive to reduce this gap even further in the future by continually monitoring and improving our pay and rewards programme and developing our Organisational Design Framework throughout the charity.

We have and will always ensure all colleagues are paid fairly and can progress through their chosen career pathway.

**Teresa Exelby**

**Chief People Officer**