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 of 5th April 2023 shows:

**Gender Pay Gap Overview**

|  |  |  |
| --- | --- | --- |
|  | 2022 | **2023** |
| **Mean Gender Pay Gap**  | 3.0% | **3.3%** |
| **Median Gender Pay Gap**  | 1.2% | **2.3%** |
| **Mean Bonus Pay Gap**  | 0% | **0%** |
| **Median Bonus Pay Gap**  | 0% | **0%** |

**Gender Breakdown**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Male 2022 | Female 2022 | **Male 2023** | **Female 2023** |
| Number of Colleagues  | 909 | 3025 | **960** | **3226** |
| Mean Hourly Rate  | £11.35 | £11.02 | **£11.81** | **£11.43** |
| Median Hourly Rate  | £9.86 | £9.74 | **£10.28** | **£10.04** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Proportion 2022** | **Female Proportion 2022** | **Male Proportion 2023** | **Female Proportion 2023** |
| **Upper Quartile**  | **26.3%** | **73.7%** | **26.80%** | **73.20%** |
| **Upper Middle Quartile**  | **22.8%** | **77.2%** | **23.50%** | **76.50%** |
| **Lower Middle Quartile**  | **22.2%** | **77.8%** | **21.20%** | **78.80%** |
| **Lower Quartile**  | **21.1%** | **78.9%** | **20.20%** | **79.80%** |

Over the past three years we have worked hard to establish a fair and transparent pay framework which is in place for all colleagues. Standard rates of pay have been established for all hourly paid roles and a robust framework is in place for salary increases.

Many of our colleagues work on the frontline; analysis shows that a higher percentage of our male workforce complete a sleepover shift which in turn increases their take home pay. This has an effect on our gender pay gap which is 3.3% when calculated as the mean and 2.3% at the median.

We consider equality, diversity and inclusion in all of our pay practices and our Inclusion Networks provide an additional avenue to identify and address any inequalities if they were to ever occur.

We will continue to ensure that our colleagues are paid fairly, whilst taking care of their wellbeing and supporting them throughout their careers.

**Teresa Exelby**

**Chief People Officer**