

Warrencare Ltd Gender Pay Gap Report

Warrencare Ltd is a subsidiary of the Optimo Care Group, and a leading provider of domiciliary care services across the North of England. From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'men earn 15% more than women per hour'.

Employers must both:

- publish their gender pay gap data and a written statement on their public-facing website
- report their data to government online - using the gender pay gap reporting service.

Our gender pay gap data for the snapshot date of 5th April 2019 can be found below:

Mean Gender Pay Gap:	-8.97%
Median Gender Pay Gap:	0.26%
Mean Bonus Gender Pay Gap:	21.69%
Median Bonus Gender Pay Gap:	0.00%
Proportion of Males Receiving a Bonus Payment:	3.85%
Proportion of Females Receiving a Bonus Payment:	3.01%
Proportion of Males and Females in each Pay Quartile:	

	Male	Female
Upper	11.63%	88.37%
Upper Middle	20.93%	79.07%
Lower Middle	13.95%	86.05%
Lower	11.36%	88.64%

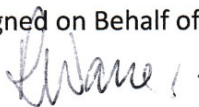
The care sector is quite heavily female dominated with an average of 84% of carers across England being female and only 16% being male, a Government statistic that has remained static since 2012. This leads to a negative mean gender pay gap due to only 1 in 7 of our employees being male, and that the vast majority of management positions are occupied by women.

The median pay gap is marginally positive due to proportionately more women being under 25 and therefore receiving the under-25 lower minimum wage, but the small number of men means that a minor change in staffing can have a significant impact on this statistic and it is not indicative of any deliberate staffing policy.

The bonus pay gap is due to proportionately more men than women receiving a "Refer a Friend" bonus within the year; 5 were awarded to women against 1 for men, set against the much higher number of women employed in the business. We operate a single bonus scheme, open to all employees at the same rate regardless of gender or seniority, directly related to successful referrals to vacancies within the group. The bonus is a fixed amount and therefore the median pay gap is 0%.

Government statistics also show that females are more likely to look at the care sector as a long-term prospect and follow career progression paths to more senior roles and despite offering equal opportunity to all our workers for career progression, the proportion of males and females in the upper quartiles supports this.

Signed on Behalf of Warrencare Ltd



Richard Walker
Chief Executive