

Gender Pay Gap Reporting 2017

EXECUTIVE SUMMARY

EGL Homecare is a progressive employer that believes equality is one of the key pillars of a successful business. We have prepared our first Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the results of which are as follows:

A Mean gender pay gap of 10.7% (compared to a UK average of 18.1%).

A Median gender pay gap of 3.85%.

A Mean bonus gender pay gap of 0%.

A Median bonus gender pay gap of 0%.

A bonus payment was received by 0% of males and 0% of females.

Below are the quartile figures showing the proportion of each gender in each quartile pay band.

<u>Quartile:</u>	<u>Male</u>	<u>Female</u>
Lower Quartile	37.88%	62.12%
Lower Middle Quartile	55.38%	44.62%
Upper Middle Quartile	81.82%	18.18%
Upper Quartile	73.85%	26.15%

DECLARATION

I hereby confirm that the information provided in this report is accurate.



Trevor Ballard

Finance Director

26th February 2018