

# Gender Pay Gap Reporting 2018

## 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 second 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 10.41%.

A Median gender pay gap of 5.36%.

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	55.36%	44.64%
Lower Middle Quartile	45.61%	54.39%
Upper Middle Quartile	69.64%	30.36%
Upper Quartile	67.86%	32.14%

## DECLARATION

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



Trevor Ballard

Finance Director

1<sup>st</sup> April, 2019