

Gender Pay Gap 2022

What is the Gender Pay Gap Report?

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.

How does gender pay reporting differ from equal pay?

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally based on whether they are a man or a woman. The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, the other individual calculations may help to identify what's causing the gap.

How do we calculate our gender pay gap data?

All the numbers you'll see are based on a snapshot of all employees and their earnings at April 5th 2022. It's broken down to hourly pay as the best comparison between all types of roles and working arrangements. For bonus metrics, we use any bonuses paid to employees in the 12 months leading up to the snapshot date, April 5th 2022.

As per the Gov.uk guidelines we then have to look at and report on the mean and the median of the snapshot data and then break this down further into 4 quartiles to look at the mean hourly pay at different pay levels across the business.

I can confirm that the data collected to create this gender pay gap report has been conducted fairly & accurately.



Jess Hanbury
People Director

Bespoke Health & social care 2022 report

Our total population:

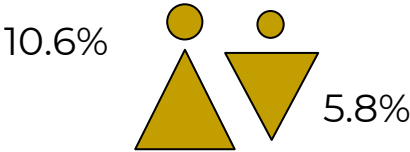


Our full pay relevant population:



Mean hourly pay gap:	11.3%
Median hourly pay gap:	6.3%
Mean bonus pay gap:	41.7%
Median bonus pay gap:	28.6%

Proportion
receiving a bonus:



Population by pay quartiles:

Quartiles represent the pay rates from the lowest to the highest for our UK employees split into four equal sized groups, with the percentage of men and women in each quartile.

Lower quartile: 90.4% women | 9.6% men
and mean hourly pay is 1.04% higher for women than for men

Lower middle quartile: 80.7% women | 19.3% men
and mean hourly pay is 0.09% lower for women than for men

Upper middle quartile: 71.9% women | 28.1% men
and mean hourly pay is 0.75% lower for women and men

Upper quartile: 68.9% women | 31.1% men
and mean hourly pay is 2.29% lower for women than for men