

CARERS TRUST EAST MIDLANDS

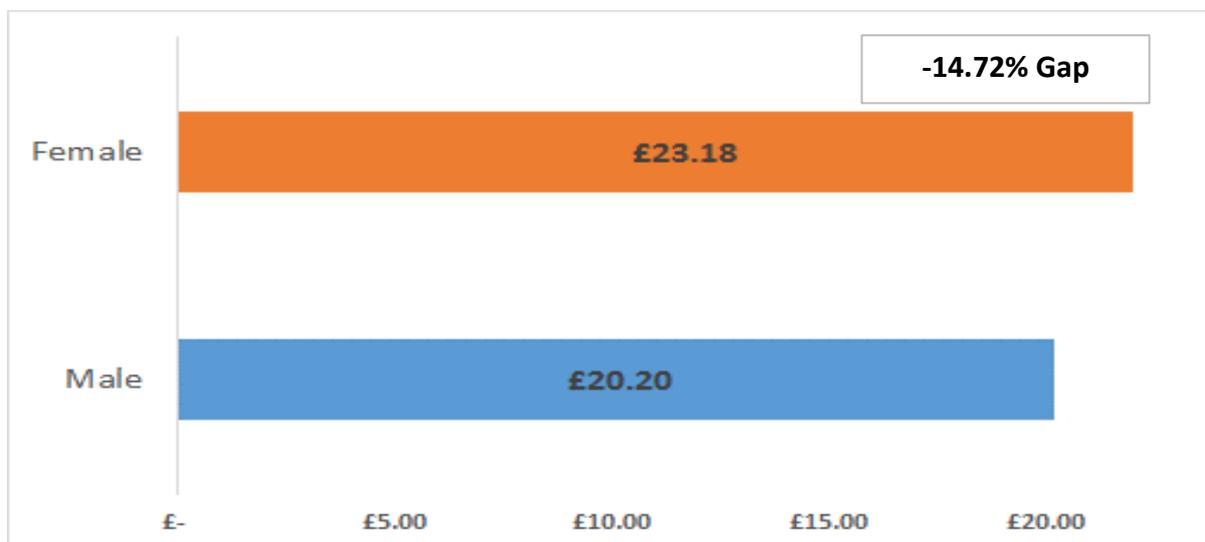
GENDER PAY GAP REPORT 2019

The charity is committed to equality in the treatment of its staff and has worked hard over the last twenty-four months to reduce our gender pay gap.

The charity does not make bonus payments. Therefore, the tables below shows only the overall mean and median pay gap based on wages paid in October 2019.

Mean Hourly Rates

The mean hourly rates are currently favouring female employees by 14.72%; this is below the national mean of 17.1% favouring males, according to the Office for National Statistics, 2019. There is a majority of females at Carers Trust East Midlands (88%) with a number in senior roles relative to a much smaller proportion of males operating in more junior roles.

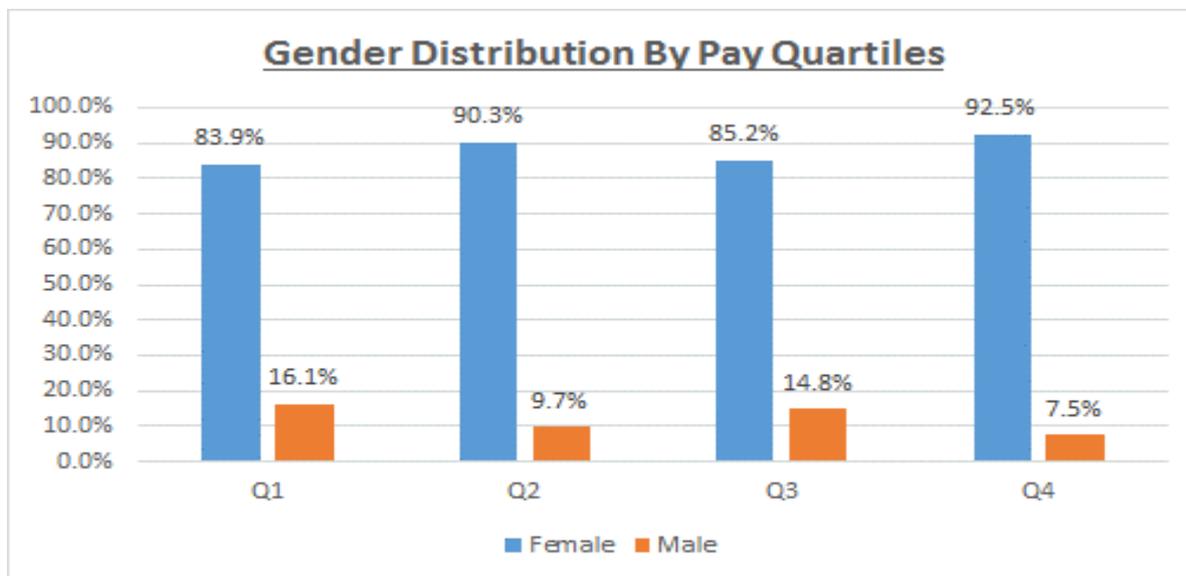


Median Hourly Rates

The median hourly rates are currently favouring female employees by 12.74%, which is below the national median of 17.3% favouring males, according to the Office for National Statistics, 2019.



The chart below illustrates the distribution of female and male employees within the quartiles, which demonstrates that male employees are significantly underrepresented across all four pay quartiles.



Year on Year Comparison

	2019	2018	2017	% Diff
Mean Pay Gap	-14.7%	13.7%	7.2%	-28.4%
Median Pay Gap	-12.7%	1.4%	1.8%	-14.1%

When we consider year on year comparison, we see a reversal of the gender pay gap now in favour of females at both the median and mean.

Like many employers in the voluntary sector, the charity employs more females than males however in previous years males have made up a larger proportion of senior roles compared to those in junior roles.

In the last year as the organisation has grown, we have had the opportunity to create additional management roles. Through a fair and transparent process we have successfully recruited more females into these roles than men.

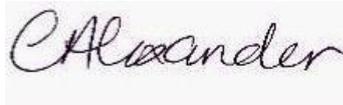
While we are pleased to see this change in trend, we will continue to recruit the right people to the right positions to take the charity forward.

To support this we have a range of family friendly and flexible working policies to support parents and carers. This includes supporting those who take time off to have children and assisting with their return to work. We offer maternity pay, paternity pay and shared parental pay, flexible working hours, and encourage and support remote working. The charity is proud of its flexible, family-friendly employment policies and practices.

The charity regularly monitors pay rates and is therefore confident that females and males continue to be paid equally for doing similar jobs across the organisation.

The aim of the Charity is to ensure all employees are paid equally for their roles.

I confirm that this data reported is accurate.



Christine Alexander
Chief Executive Officer