

CARERS TRUST EAST MIDLANDS

GENDER PAY GAP REPORT 2017

The charity is committed to equality in the treatment of its staff and is working 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 2017.

Mean Hourly Rates

The mean hourly rates are currently favouring male employees by 7.18% which is below the national mean of 17.4% according to the Office of National Statistics 2017. While the charity has a majority of females, the data shows that the male population in paid at a higher hourly rate.



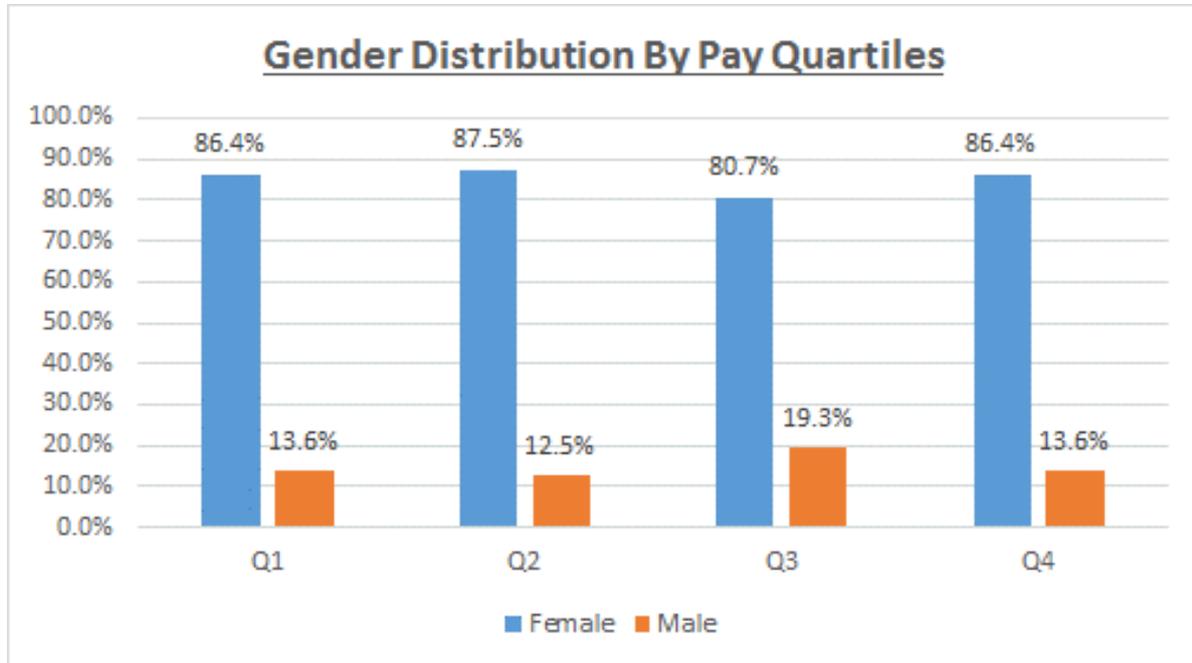
Median Hourly Rates

The median hourly rates are currently favouring male employees by 1.76% which is well below the national median of 18.4% according to the Office of National Statistics, 2017. While there is only a small proportion of male employees (17%), they are paid at a slightly hourly rate overall.



Career Paths and Earnings

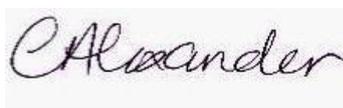
The chart below illustrates the distribution of female and male employees within the quartiles which demonstrates that male employees are significantly outnumbered in all quartiles.



Like many employers in the voluntary sector, the charity employs more women than men but there are proportionately more women than men in lower grades and in part time roles. We have a range of family friendly and flexible working policies to support parents and carers. This includes supporting women 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 men and women are paid equally for doing similar jobs across the organisation.

The aim of the Charity is to continually reduce the pay gap over the coming years. I confirm that this data reported is accurate.



Christine Alexander
Chief Executive Officer