

CARERS TRUST EAST MIDLANDS

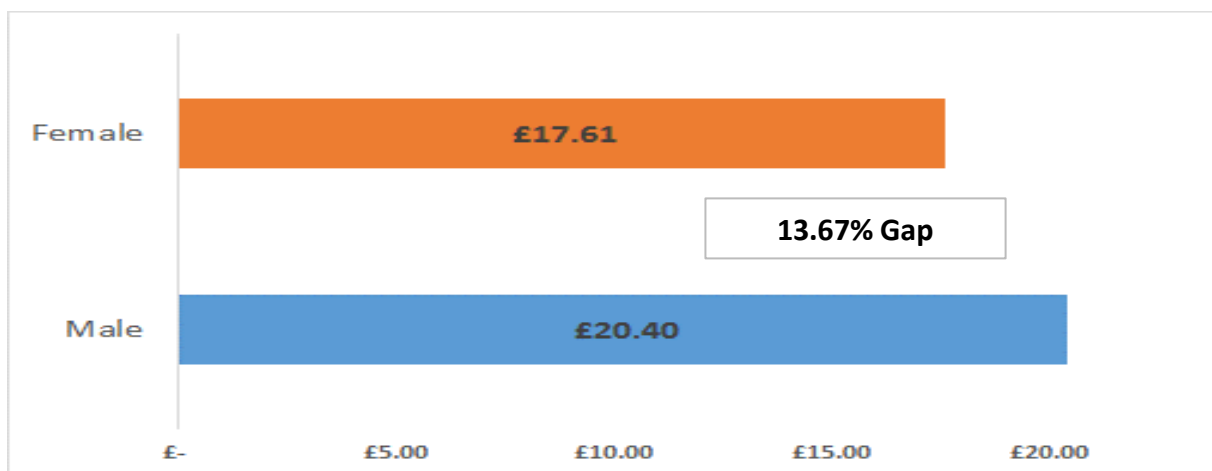
GENDER PAY GAP REPORT 2018

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 2018.

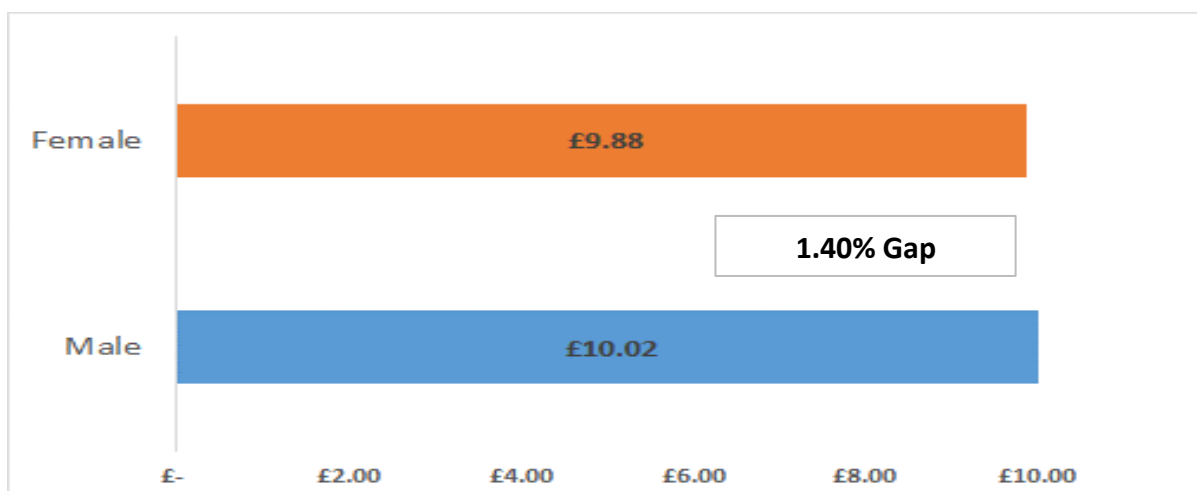
Mean Hourly Rates

The mean hourly rates are currently favouring male employees by 13.67% which is marginally below the national mean of 17.1% according to the Office of National Statistics 2018. While the charity has a majority of females, the data shows that the male population is paid at a higher hourly rate.

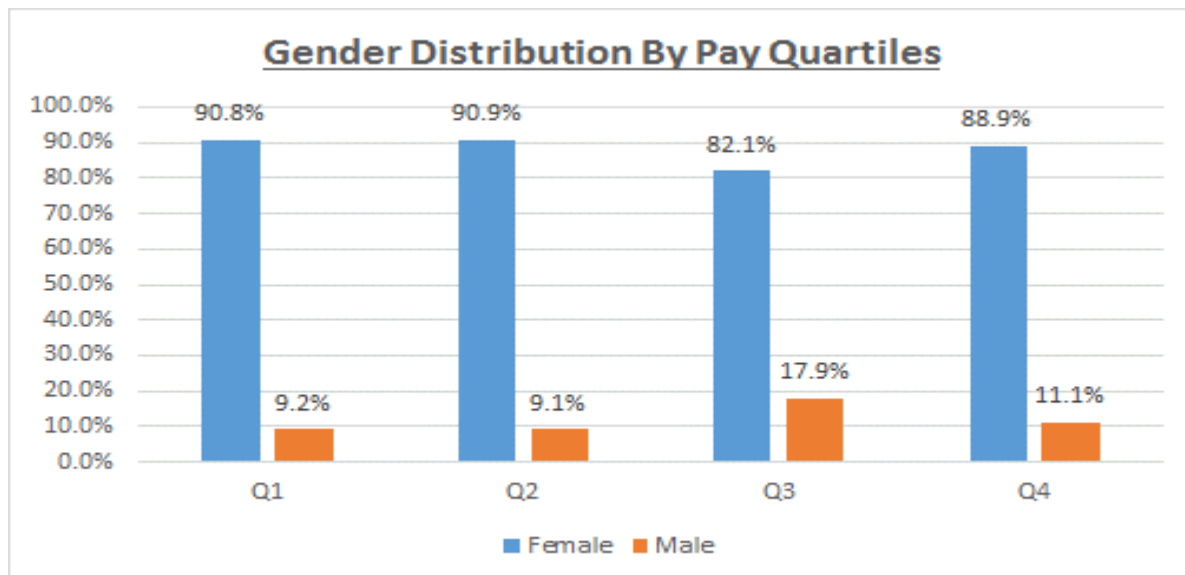


Median Hourly Rates

The median hourly rates are currently favouring male employees by 1.40% which is significantly below the national median of 17.9% according to the Office of National Statistics, 2018. While there is only a small proportion of male employees, they are paid at a slightly higher hourly rate overall.



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

| | 2018 | 2017 | % Diff |
|----------------|-------|------|--------|
| Mean Pay Gap | 13.7% | 7.2% | 6.5% |
| Median Pay Gap | 1.4% | 1.8% | -0.4% |

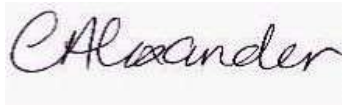
When we consider the year on year comparison, we see positive trends in the form of a slightly narrower hourly pay gap at the median with an increase at the mean, the latter being more impacted by outliers and extreme values.

Over the last twelve months the organisation has seen significant increase in the number of employees for lower grade roles and part-time roles. These jobs have been filled predominately by women which is why the Mean has seen an increase.

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