

accomplish 2017 Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010. The gender pay gap reflects the average rate paid to women and men and is not a comparison of pay rates for men and women doing work of equal value.

The tables below set out:

- our mean and median hourly pay as at the 5 April 2017
- our mean and median bonus pay gap in the 12 months to 5 April 2017
- the proportion of male and female employees receiving a bonus in the year to 5 April 2017
- the distribution of males and females across four equally sized quartiles based on hourly pay rates.

Pay and Bonus Gap			Proportion receiving bonuses	
Measure	Mean	Median	Measure	%
Hourly pay	3.7%	0.9%	Female	9.4%
Bonus	9.0%	13.3%	Male	11.0%

Quartile reporting		
Quartile	Females %	Males %
Upper	59%	41%
Upper Middle	61%	39%
Lower Middle	60%	40%
Lower	62%	38%
Total	60%	40%

As a group we employ more females than males as is typical in the social care sector. Our median pay gap of 0.9% is significantly below the 9.1% market average¹. Our mean pay gap of 3.7% reflects differences within the upper quartile, with a zero mean hourly pay gap for the Upper Middle quartile and below. Our challenge, therefore, is to increase the number of females at the top end of the Upper quartile, which will in turn reduce this mean pay gap.

Our bonus schemes are limited to certain locations and staff groups or linked to milestones in long service (10/20 years) and do not form a significant part of our remuneration packages.

As a Group, we have three reportable payroll entities, the individual gender pay gap figures for which are set out in the appendices to this report.

I confirm that the information presented above and included in the appendices is accurate and calculated in accordance with the Equality Act 2010.



Richard Craner
Director
accomplish

1. 'Understanding the gender pay gap in the UK', ONS, 17 January 2017

Appendices: Company level reporting

Accomplish Group Limited (formerly Tracs Limited):

Pay and Bonus Gap			Proportion receiving bonuses	
Measure	Mean	Median	Measure	%
Hourly pay	5.2%	0.0%	Female	15.9%
Bonus	22.8%	13.3%	Male	19.8%

Quartile reporting		
Quartile	Females %	Males %
Upper	62%	38%
Upper Middle	62%	38%
Lower Middle	58%	42%
Lower	68%	32%
Total	62%	38%

Accomplish Group Employee Limited (formerly Brookdale Employee Limited):

Pay and Bonus Gap			Proportion receiving bonuses	
Measure	Mean	Median	Measure	%
Hourly pay	3.5%	0.6%	Female	2.1%
Bonus	(111.9)%	(47.7)%	Male	1.0%

(negative figures indicate female average higher than male)

Quartile reporting		
Quartile	Females %	Males %
Upper	64%	36%
Upper Middle	52%	48%
Lower Middle	55%	45%
Lower	59%	41%
Total	58%	42%

Accomplish Group Lifestyles Limited (formerly Tracscare Wellcare Lifestyles Limited):

Pay and Bonus Gap		
Measure	Mean	Median
Hourly pay	(1.6)%	(0.9)%
Bonus	25.6%	-

Proportion receiving bonuses	
Measure	%
Female	2.5%
Male	5.1%

(negative figures indicate female hourly rates higher than male hourly rates)

Quartile reporting		
Quartile	Females %	Males %
Upper	64%	36%
Upper Middle	59%	41%
Lower Middle	58%	42%
Lower	55%	45%
Total	59%	41%