

FOREST CARE LTD – GENDER PAY GAP REPORT 2017

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers in the UK with 250 or more employees are required to report gender pay gap information. The report is published annually based on the situation as at 5th April every year.

In this report, the calculations are based on the situation as at 5th April 2017.

Our Gender Pay Gap figures have been calculated in line with the regulations set out in the legislation and I can confirm that these figures have been verified and are accurate.

Mark Vickery
Director, Forest Care Ltd

Gender Pay Gap Reporting

The gender pay gap compares the difference in average earnings received by male and female employees, regardless of their role or seniority. It is therefore distinct from equal pay which compares male and female employees carrying out equivalent work.

In Forest Care, male and female employees are paid equally for doing the same job.

We are committed to continuing to improve diversity and inclusion within our company and recognise that gender pay reporting can help us achieve that through attracting, retaining and developing a diverse workforce.

The figures reported below are based on the "snapshot" date of 5th April 2017.

Mean and Median Gender Pay Gap

The **mean** pay gap is the difference between the average hourly pay of male and female employees.

The **median** pay gap is the difference between the midpoints in the ranges of hourly pay of male and female employees. In other words, every rate is set out in order from lowest to highest and the midpoint (rate in the middle) is identified.

	Mean	Median	National Average
Gender Pay Gap	14.43%	-1.94%	18.10%

The main reason for our mean gender pay gap is that the company's most senior positions are held by men and, because of the relatively small overall workforce and the way the calculation works, the mean pay gap is skewed significantly. Despite this however, it is still below the national average. The most senior positions in our company

account for 0.73% of the total positions in the company and if excluded from the calculation, would change the mean pay gap to -6%.

The calculation is further skewed as it is based on contracted hours rather than actual hours worked in the company's most senior positions.

The median gender pay gap is less influenced by the exceptions and is therefore more representative of our workforce. Being negative, it shows there is a gap from women to men.

Mean and Median Gender Bonus Gap

Bonus Gap	Mean 11.24%	Median 92.50%
------------------	------------------------------	--------------------------------

The company currently only offers bonuses in its management positions and these are related to seniority, length of service and current salary. Even though the percentage of men and women receiving bonuses is the same (as demonstrated by the table below), our mean and median gender bonus gaps are significantly affected when comparing the smaller number of higher bonuses compared to a larger number of smaller bonuses.

Proportion of Employees Receiving Bonuses

The table below shows the percentage of male and female employees receiving bonuses.

	Not Receiving Bonus	Receiving Bonus
Female	97.38%	2.62%
Male	97.67%	2.33%

Proportion of Males And Females in Pay Quartiles

The table below shows the split between male and female employees when hourly rates of pay are put in order from lowest to highest and then grouped into four equal pay quartiles.

Quartile	Male	Female
Lower	27.94%	72.06%
Lower Middle	4.41%	95.59%
Upper Middle	11.76%	88.24%
Upper	19.12%	80.88%

In line with most care home providers, the majority of our workforce is female throughout all four quartiles. This includes 75% of our home managers who are female.

Overall, the percentages of men and women in each category are fairly even.

How we are Addressing the Gender Pay Gap

Overall, our gender pay gap arises due to the calculation being disproportionately affected by a very small percentage of the total workforce. Forest Care is, and always has been, committed to diversity and inclusion and this is reinforced by the fact that for 99.27% of our workforce, there is a very small gap from female to male employees.

To a certain extent we are led by those applying to work for Forest Care and it is difficult to address any gap when for example, certain positions continually only attract female, or indeed male, applicants.

We do ensure that any given position in the company offers men and women the same rate of pay and that will continue to be the case. We will also continue to look at ways of making specific roles more attractive to either men or women, and are gradually closing the gap between lower and higher paid roles by offering the lower paid roles higher annual percentage increases.