

GENDER PAY GAP STATEMENT 2018

As ICare Group (GB) employs more than 250 colleagues it is required to comply with government regulations on Gender Pay Gap reporting by publishing details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

The data shows:

Difference in Mean Pay

-0.6%

Difference in Median Pay

3.19%

Mean Bonus Gender Pay Gap

Not applicable

Median Bonus Gender Pay Gap

Not applicable

Percentage who received a Bonus

Not applicable

Salary Quartiles	% Male	% Female
Lower Quartile	52%	48%
Lower Middle Quartile	18%	82%
Upper Middle Quartile	7%	93%
Upper Quartile	12%	88%
Total	22%	78%

Summary from ICare Group Chairman – Stephen Emmanuel

The data shows that there is no Gender Pay Gap at ICare Group (GB), in fact females on average earn more than males across ICare Group (GB).

This is due to employing circa 76% of females who are represented at all levels of our organisation.

We appoint on merit and our values, regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief and will continue to ensure that equal pay and opportunities are promoted and that all colleagues are treated fairly.

Signed

