

## VOCARE LIMITED – GENDER PAY GAP REPORT AS AT 31<sup>ST</sup> MARCH 2017

We are an employer required by law to carry out Gender Pay Gap Reporting.

This involves carrying out a series of calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data.

Vocare Limited used payroll information to source the data. This was cross-checked against data maintained in our human resources and rota management systems to ensure that all relevant staff were included correctly. The report was compiled using a snapshot of data which was validated to ensure statistical comparability. Bonus data included a Christmas bonus paid to staff. We undertook this analysis with support from expert external advisors.

We are using this information to assess:

- The levels of gender equality in our workplace;
- The balance of male and female employees at different pay levels;
- How effectively talent is being maximised and rewarded.

Vocare Limited is committed to the principle of gender pay equality and since the reporting date is progressing initiatives toward this.

This is the first gender pay gap published by Vocare Limited. The results are detailed below and are further accessible via the dedicated UK government website:

### **1. Difference in hourly rate**

- Women's mean hourly rate is 10.5% lower than men's. In other words when comparing mean hourly rates, women earn 90p for every £1 that men earn.
- Women's median hourly rate is 18.3% higher than men's. In other words when comparing median hourly rates, women earn £1.18 for every £1 that men earn.

### **2. Proportion of women in each pay quartile**

- Top quartile (highest paid): 62.6% of the top quartile are women.
- Upper middle quartile: 73.2% of the upper middle quartile are women.
- Lower middle quartile: 65% of the lower middle quartile are women.
- Lower quartile (lowest paid): 57% of the lower quartile are women.

Tel: 0300 123 1182 Fax: 0845 60 80 326  
Web: [www.vocare.org.uk](http://www.vocare.org.uk) Email: [enquiries@vocare.org.uk](mailto:enquiries@vocare.org.uk)

### **3. Who received bonus pay**

- 87.9% of women.
- 92.3% of men.

### **4. Difference in bonus pay**

- Women's mean bonus pay is 9.6% higher than men's.
- Women's median bonus pay is 0% lower than men's.

I confirm that the reported figures are accurate.

**Ed Dodds**  
**Finance Director**  
**Vocare Limited**  
**3<sup>rd</sup> April 2018**

Tel: 0300 123 1182 Fax: 0845 60 80 326  
Web: [www.vocare.org.uk](http://www.vocare.org.uk) Email: [enquiries@vocare.org.uk](mailto:enquiries@vocare.org.uk)

Vocare Ltd. Registered in England & Wales. No: 9933257 VAT registration no: 125 4719 18  
Registered address: Hamilton House, Mabledon Place, London, WC1H 9BB  
A Totally plc company