

## Accomplish Group 2020 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 2020
- our mean and median bonus pay gap in the 12 months to 5 April 2020
- the proportion of male and female employees receiving a bonus in the year to 5 April 2020
- 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	(1.4%)	-	Female	15.4%
Bonus	11.4%	33.3%	Male	15.9%

Quartile reporting		
Quartile	Females %	Males %
Upper	68%	32%
Upper Middle	63%	37%
Lower Middle	68%	32%
Lower	63%	37%
<b>Total</b>	<b>66%</b>	<b>34%</b>

As a group we employ more females than males as is typical in the social care sector. Our mean pay gap of -1.4% is significantly below the 7.4% market average<sup>1</sup>. Our mean pay gap reflects differences within the upper quartile. We have increased the number of females at the top end of the upper quartile, which has reduced the mean pay gap from the previous report. As a result, the mean comparison shows that females are now paid more than males.

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.



**Venetia Cooper**  
**Director**  
**Accomplish Group**

1. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworki nghours/bulletins/genderpaygapintheuk/2020>

## Appendices: Company level reporting

### Accomplish Group Limited:

Pay and Bonus Gap		
Measure	Mean	Median
Hourly pay	(1.9%)	0.2%
Bonus	1.9%	-

Proportion receiving bonuses	
Measure	%
Female	17.8%
Male	18.4%

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

Quartile reporting		
Quartile	Females %	Males %
Upper	69%	31%
Upper Middle	68%	32%
Lower Middle	69%	31%
Lower	76%	24%
<b>Total</b>	<b>70%</b>	<b>30%</b>

### Accomplish Group Employee Limited:

Pay and Bonus Gap		
Measure	Mean	Median
Hourly pay	4.3%	2.8%
Bonus	19.4%	50.0%

Proportion receiving bonuses	
Measure	%
Female	32.5%
Male	33.5%

*(negative figures indicate female average higher than male)*

Quartile reporting		
Quartile	Females %	Males %
Upper	63%	37%
Upper Middle	55%	45%
Lower Middle	71%	29%
Lower	55%	45%
<b>Total</b>	<b>61%</b>	<b>39%</b>

### Accomplish Group Lifestyles Limited:

Pay and Bonus Gap		
Measure	Mean	Median
Hourly pay	(2.5%)	(3.8%)
Bonus	0.9%	-

Proportion receiving bonuses	
Measure	%
Female	3.0%
Male	6.4%

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

Quartile reporting		
Quartile	Females %	Males %
Upper	62%	38%
Upper Middle	61%	39%
Lower Middle	57%	43%
Lower	54%	46%
<b>Total</b>	<b>58%</b>	<b>42%</b>