



Apex Prime Care

Gender Pay Gap Report 2019

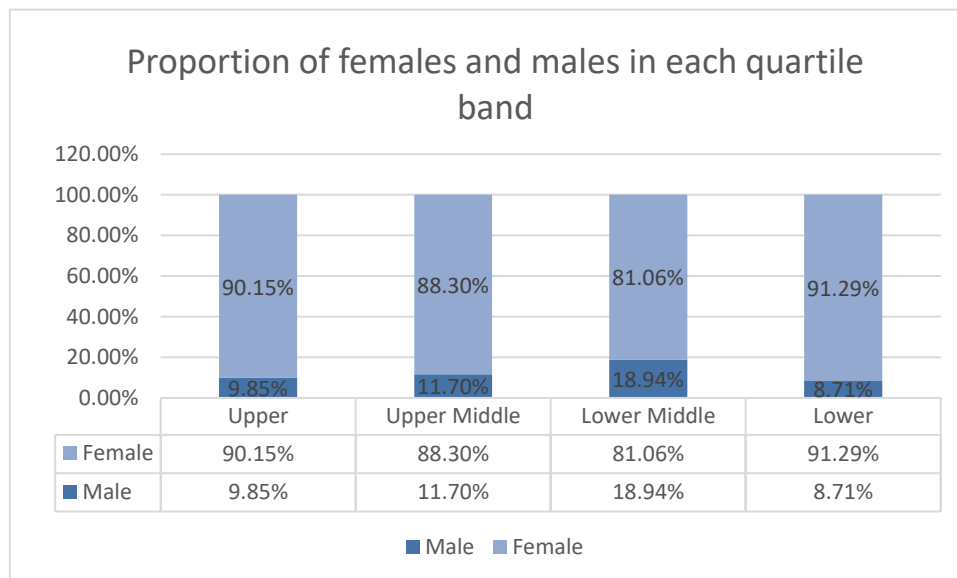
We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2019.

Gender Pay figures

Pay and bonus gap			Proportion of employees receiving a bonus	
	Median	Mean	Mean	
Gender pay gap	-2.56%	-2.2%	Female	1.08%
Gender bonus pay gap	-50%	-3.94%	Male	0.77%



Understanding the gap

This data is based on 1,057 employees.

Our overall pay gap is -2.2% which is lower than the UK average. Apex Prime Care's workforce is predominately female made up 12% male and 88% females. We are confident the pay gap is due to different job role across the organisation reflecting industry standard for the social care sector.

Apex Prime care offers a target driven bonus. The bonuses are being paid predominately to women as they make up 88% of the overall workforce.

Apex Prime Care believes an inclusive and diverse workforce where everyone has an opportunity to develop and progress.