



## Apex Prime Care

### Gender Pay Gap Report 2017

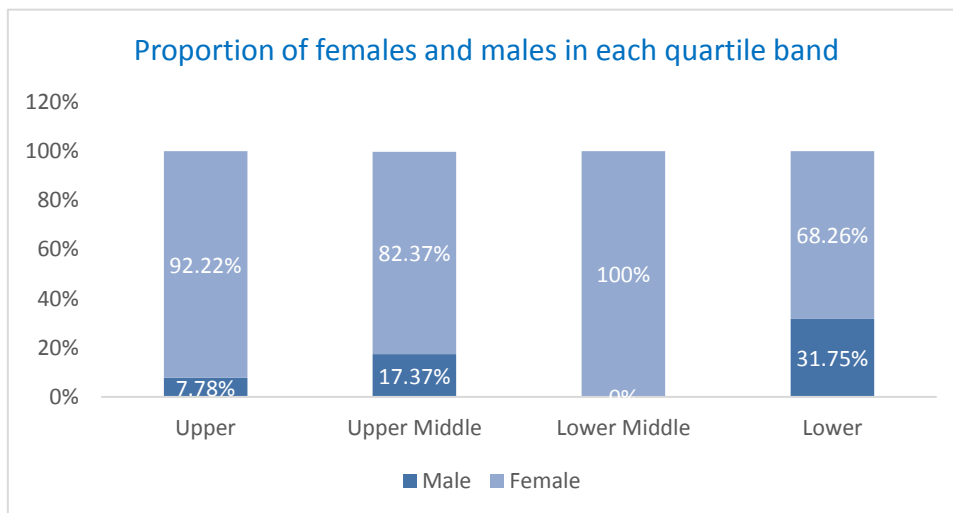
We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 5<sup>th</sup> 2017.

### Gender Pay figures

Pay and bonus gap			Proportion of employees receiving a bonus	
	Median	Mean		Mean
Gender pay gap	0%	-1.73%	Female	2.26%
Gender bonus pay gap	0%	-6.1%	Male	2.10%



### Understanding the gap

This data is based on 668 employees.

Our overall pay gap is 1.73% which is lower than the UK average. Apex Prime Care's workforce is predominately female made up 14% men and 86% females. We are confident the pay gap is due to different job role across the organisation reflecting industry standard for the social care sector. During the period of the snapshot date we had a male apprentice putting this salary into the lower quartile thus affecting our overall mean gender pay gap.

Apex Prime care offers two types of bonus, commission driven and an employee care bonus. The bonuses are being paid predominately to women as they make up 86% of the overall workforce.

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