

GENDER PAY GAP REPORT 2019/20: Vocare

6 October 2021

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.

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 we reward each gender.

Vocare Limited is committed to the principle of gender pay equality and as part of our routine business we:

- Regularly review all recruitment practices and processes
- Ensure all HR policies and procedures are risk assessed to ensure they do not hold unfavourable bias towards one gender
- Support flexible working

Headlines

Our analysis shows:

- We employ a greater number of women in our workforce than men. 68% of the workforce at Vocare are women and 32% are men.
- The gender pay gap at Vocare remains small.
- Women's mean average hourly pay is 5% lower than men's but the more representative median hourly pay is 4% higher than men's.
- Women occupy 72% of the highest paid jobs and 57% of the lowest paid jobs.

I confirm that the reported figures are accurate.

The results of our full analysis are accessible via the dedicated UK government website.

Jayne Storey
Director HR and Recruitment
6 October 2021