



HIGHLAND HOME CARERS 2019 GENDER PAY GAP REPORT

Highland Home Carers is the leading home care provider in the Highlands and is at the forefront of the care profession in Scotland. Our aim is to have no disparity in Pay between Male and Female Employees.

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Fixed Pay	1.8%	0.00%
Bonus Paid	3%	0.00%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2019). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2019.

Percentage of colleagues awarded a bonus for 2018-19

	Men	Women
Bonus Awarded	100%	100%

All eligible employees at the time of the Performance Related Bonus were awarded Bonuses.

Quartiles

	Lower	Lower Middle	Upper Middle	Upper
Men	22.5%	11.7%	13.5	7.2%
Women	76.5%	88.3%	86.5%	82.8%

The above table illustrates the gender distribution at Highland Home Carers Ltd across four equally sized quartiles, each containing just under 111 employees.

We are confident that men and women are paid equally for doing equivalent jobs across our business. We will continue to adopt this position in our on-going business.

I confirm the data reported is accurate.

Managing Director