

# Gender Pay Gap Report 2019

## Overview

Under new legislation, welcomed by Alpha Health Care, which came into force in April 2017, UK employers with more than 250 employees are required to report gender pay gap information. The gender pay gap looks at the difference in the average earnings received by male and female employees, irrespective of their seniority. It is therefore distinct from equal pay, which compares men and women carrying out equivalent work.

At Alpha Health Care we are confident that men and women are paid equally for doing the same job. As a responsible employer we are committed to improving diversity and inclusion within our organisation and gender pay reporting is part of this process.

## Headline Gender Pay Figures

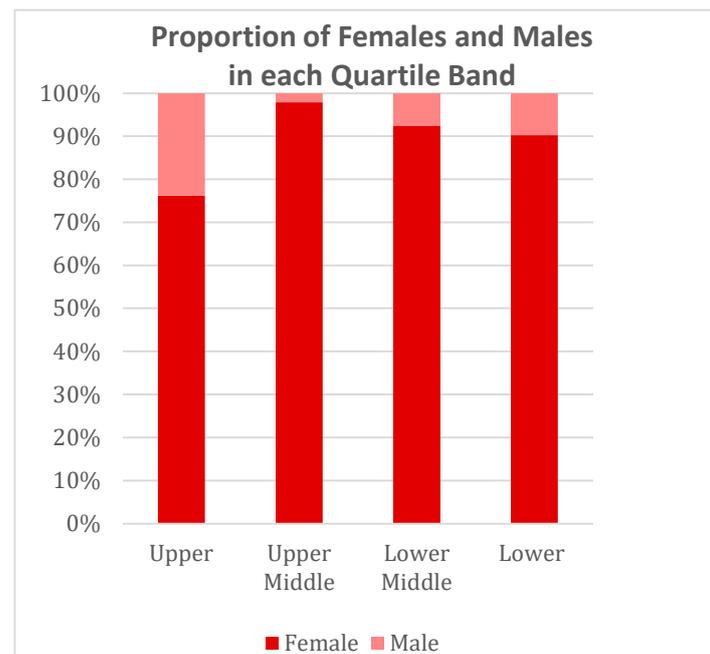
The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5<sup>th</sup> April 2019 and bonuses paid in the year to 5<sup>th</sup> April 2019.

PAY AND BONUS GAP		
	Median	Mean
Gender pay gap	2.4%	10.3%
Gender bonus pay gap	-57.4%	-337.5%

NB: No male employees received a bonus in this period

PROPORTION OF EMPLOYEES RECEIVING A BONUS		
		Mean
Female		2.1%
Male		5.0%

MEAN PAY GAP		
		Mean
Upper		-10.89%
Upper Middle		-0.72%
Lower middle		0.00%
Lower		0.00%



## Understanding the Gap

At Alpha Health Care our workforce is made up of significantly more female than male staff and the lower paid roles of domestic and care staff are predominantly undertaken by women. At the reporting date Alpha Health Care employed 40 men and 330 women. This profile reflects the nature of the social care sector. Across all quartiles the mean pay gap reflects either a parity in mean rates of pay or a slightly higher mean rate for females. We are confident that men and women are paid equally for doing equivalent jobs and that the pay gap is related to people carrying out different roles.

With regard to bonuses there were only a small number of bonuses paid in the period and the median and mean data is presented above.



At Alpha Health Care we believe in being an inclusive and diverse organisation where everyone has the opportunity to reach their full potential. This includes offering flexible working at all levels to encourage people to be able to work with Alpha Health Care alongside any family commitments.

**Approval**

I confirm that the data reported is accurate.

**Mark Tomalin**  
**Chief Executive Officer**  
**31<sup>st</sup> March 2020**

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