

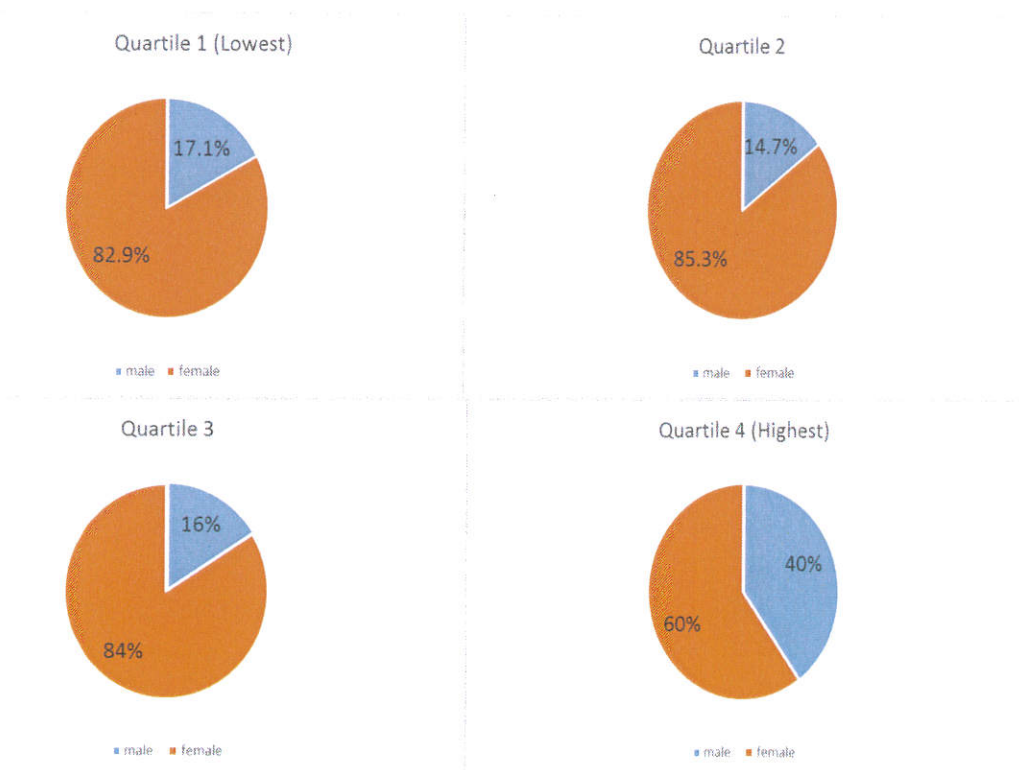
## 2017 Gender Pay Gap Report

We are passionate about fairness, our vacancies are always open to both men and women and our posts are ultimately filled by the best candidate whether they are male or female.

Difference Between Men and Women		
	Mean	Median
Hourly Fixed Pay	16.6%	2.4%
Bonus	n/a	n/a

The above table shows both the mean and median gender pay gap when based on the hourly rates of pay on the 5<sup>th</sup> April 2017. We do not have any bonus figures as we don't pay any within the remuneration structure at Kingdom Homes.

### Pay Quartiles



The above images illustrate the gender split when we order hourly rates of pay from lowest to highest, grouped into four equal quartiles.

We predominantly employ female staff (236) compared to 66 male staff. Our aim is to achieve a 50/50 gender balance however the barrier we face is that the care industry is traditionally filled by female staff. At the time of this calculation, 74% of our residents were female. Our experience is that female residents prefer to be cared for by staff members of the same gender. Our positions are always open to both male and female applicants and our care staff are paid the same regardless.

With regards to quartile four, at the time of calculation of these figures, our payroll contained 11 construction workers who were directly employed for the construction of our new care home. These employees were all male and had we not had them within the payroll the percentage of male and female within this quartile would be 29% and 71% and the overall mean difference between hourly rate of 12.1%.

I confirm the data reported is accurate.



Kevin Booth  
Finance Director