

Gender Pay Report 2021

Choice Support believes in treating all our employees fairly and in accordance with our legal obligations, part of that is ensuring that men and women are both paid the same for work of equal value. Choice Support is pleased to comply with the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to calculate and publish our gender pay gap annually. We believe that this is an important step towards greater transparency about gender differences in pay that will in time help society achieve an improved gender balance.

This report relates to data from April 2020.

The results are as follows:

The difference in the mean full pay of men and women	5.9%
The difference in the median full pay of men and women	1.4%
The difference in mean bonus pay of men and women	-100%
The difference in median bonus pay of men and women	-100%

A detailed analysis of the bonus data shows that out of a total workforce of 2065 there were 4 bonus payments awarded, all to women.

The bonus payments for the women were a mean of £937 and a median of £625.

Choice Supports total workforce is 76% female and 24% male. The proportion of men and women in each of four quartile pay bands are as follows:

	Lower	Lower Middle	Upper Middle	Upper
Female	79%	75%	80%	76%
Male	21%	25%	20%	24%

Choice Support is satisfied that our pay rates are fair and free from any gender pay bias and believe that this view is supported by our gender pay report. We will continue to monitor and report on our gender pay gap and will address any issues raised.

I confirm that the above information is accurate, and the figures have been calculated using the mechanisms set out in the gender pay gap reporting legislation.

Mark Ferry
 Director of Human Resources
 March 2021