



Gender Pay Report 2018

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 for all organisations with 250 or more employees to calculate and publish their 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 is Choice Support's second gender pay gap report and relates to the snapshot date of 5 April 2018, before the merger of Choice Support and mcch into one company. The results are as follows:

	Choice Support	mcch
The difference in the mean full pay of men and women	-1.6%	9.7%
The difference in the median full pay of men and women	1.5%	3.6%
The difference in mean bonus pay of men and women	0%	0%
The difference in median bonus pay of men and women	0%	0%

The proportion of men and women in each of four quartiles pay bands are as follows:

Choice Support	Lower	Lower Middle	Upper Middle	Upper
Female	76%	76%	75%	75%
Male	24%	24%	25%	25%

mcch	Lower	Lower Middle	Upper Middle	Upper
Female	78%	80%	77%	69%
Male	22%	20%	23%	31%

Both Choice Support and mcch have a predominately female workforce and across both organisations men and women are represented reasonably evenly at every level, however, the proportion of men increases significantly in the upper quartile in mcch. Both organisations have undergone significant restructuring as a result of the merger and the results from April 2018 do not necessarily represent the current position within the merged organisation.

The national mean gender pay gap for all organisations covered by the scheme is 9.6% this year. The combined gender pay gap for Choice Support and mcch compares favourably against that average, however, we will be exploring the reasons for the emergence of a gender pay gap within mcch.

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

April 2019