

Yorkare Homes – Gender Pay Gap Report 2019

With the introduction by the Government in 2017 through the 2010 Equality Act Regulations it is now legislation to publish information relating to any gender pay gap within Yorkare Homes Ltd.

The majority of our colleagues are women (91%) which is reflected in all quartiles throughout the business. Within the company, pay rates are determined on job role and are gender neutral with male and female employees being paid equally for doing the same job.

We are considerably under the national average mean pay gap with -3.6% compared to 17.9% reported by the Office of National Statistics. There is no median pay gap due to the majority of our colleagues performing roles at a similar level within the Company.

% of Male and Female employees in each Quartile	Male	Female
Lower Quartile	9.6%	90.4%
Lower Middle Quartile	6.8%	93.2%
Upper Middle Quartile	10.8%	89.2%
Upper Quartile	9.3%	90.7%
Overall Headcount:	9%	91%

No bonus payments were made in the period represented.

We aim to offer everyone development opportunities in an open and inclusive environment regardless of gender.

The information is accurate as of the snapshot date 5th April 2018.

Elizabeth Garton
Director