

# COMPTON CARE GENDER PAY GAP STATEMENT 2019

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires Compton Care, along with other organisations employing over 250 staff, to publish our gender pay gap annually.

The gender pay gap is defined as the difference in the average earning of men and women over a defined time period, regardless of role or seniority.

We are publishing data on the mean and median salary pay gap and the proportion of male and female staff in each pay quartile. As we do not pay any of our staff bonuses the requirement on reporting relating to pay gaps and bonus payments is not relevant to Compton Care.

THE 'SNAP SHOT' OF DATA USED FOR THESE CALCULATIONS  
WAS TAKEN IN APRIL 2019.

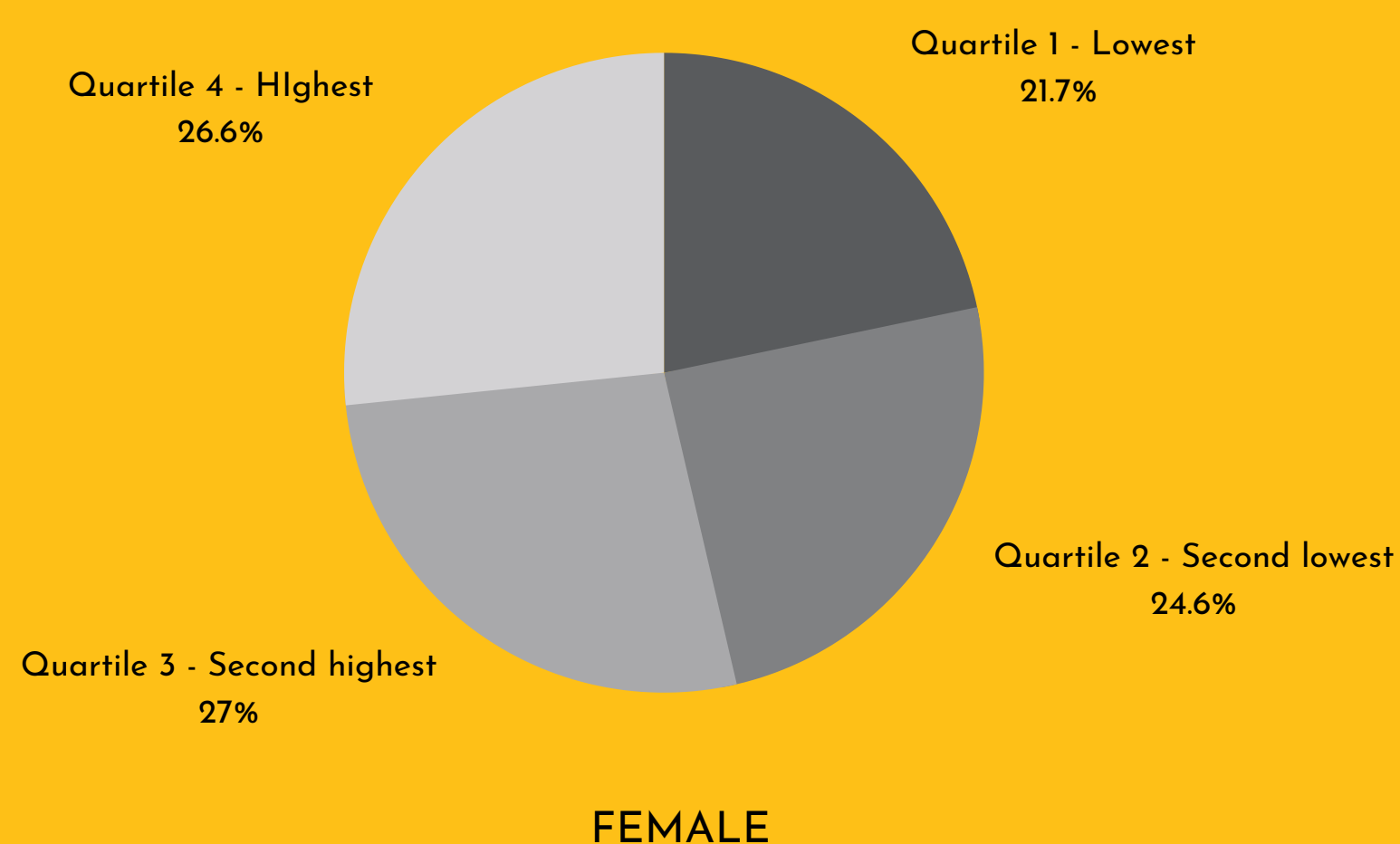
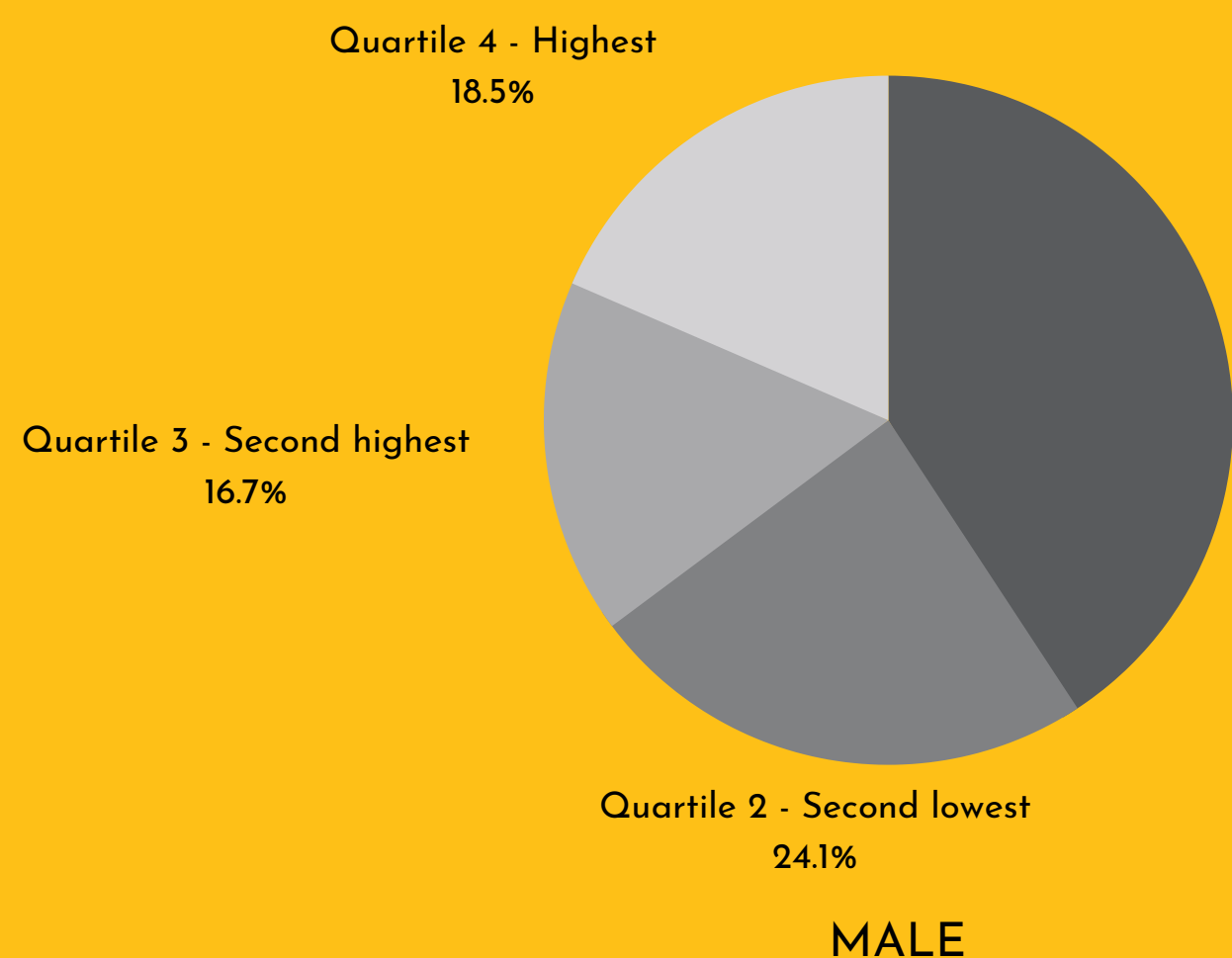
OF A TOTAL OF 310 STAFF  
255 IDENTIFIED AS FEMALE AND 55 IDENTIFIED AS MALE.



Mean Gender pay gap 13.6%

Median Gender pay gap 31.8%

## Gender pay split by quartiles



THIS 'SNAP SHOT' OF DATA IS REFLECTIVE OF OUR WORKFORCE WHICH IS COMPRISED OF 82.3% FEMALE AND 17.7% MALE EMPLOYEES.

THIS IS PREDOMINATELY DRIVEN BY THE ENVIRONMENTAL AND HISTORICAL FACTOR OF OCCUPATIONS MORE TRADITIONALLY PERFORMED BY WOMEN AND IS CONSISTENT WITHIN THE SECTOR.