

## Gender Pay Gap Report 2021-22

As an employer of more than 250 people, The Brendoncare Foundation is required to publish an annual gender pay gap report. The gender pay gap is a measure of the difference in the average earnings of men and women, expressed as a percentage of the hourly rate of male employees. *This is different from equal pay and we are confident that men and women are paid equally for the same or similar roles.* This report covers the pay of around 750 staff.

### Gender pay gap

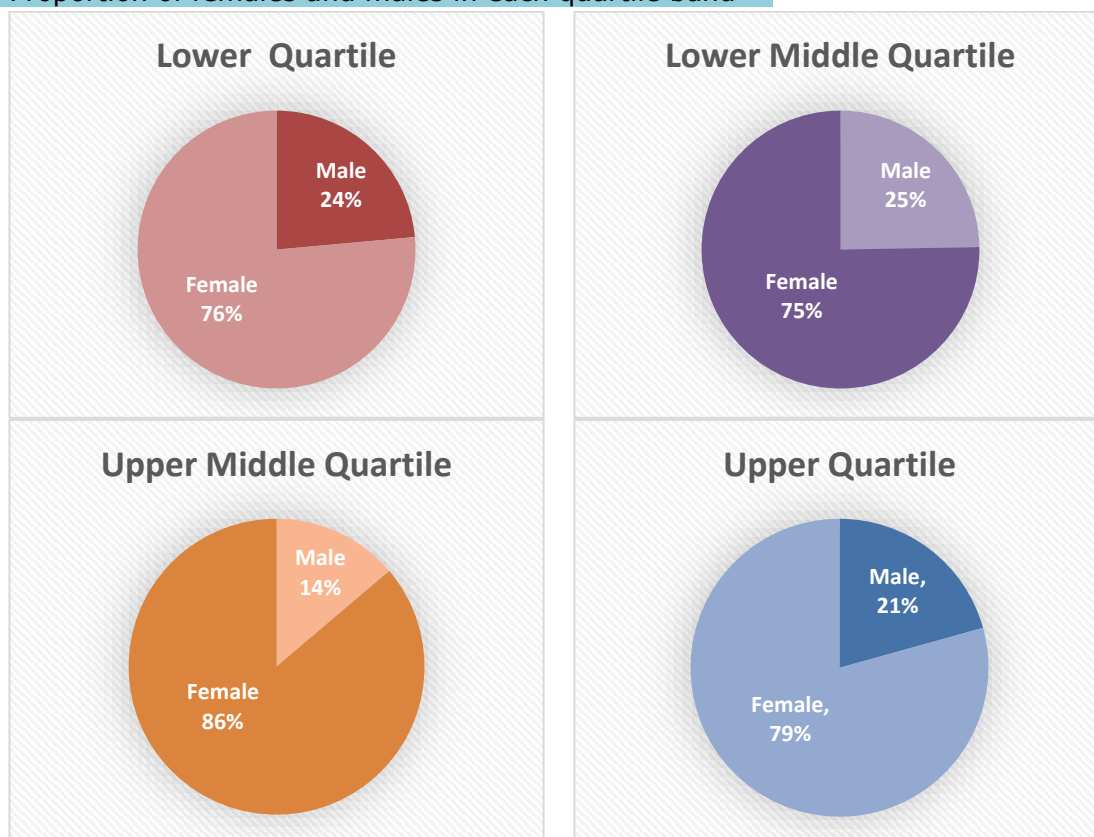
Median -3.76%  
Mean -0.24%

### Gender bonus pay gap

Median 0.00%  
Mean -5.65%

Proportion males receiving bonus 84.72%  
Proportion females receiving bonus 88.95%

### Proportion of females and males in each quartile band



### Understanding the gap

At Brendoncare our workforce is predominantly female, with women representing 80% of the overall staff team, this is reflective of the care sector as a whole. We continue to be proud of the significant representation of women in senior posts across the organisation. This year we have seen a slight increase in the number of males in the lower and lower middle quartiles. Any bonus payments are based on clear quantitative measures and do not rely on subjective judgements.

We maintain a fair and transparent pay policy. We will continue to take steps to promote gender equality and seek to create inclusive environments. Our values support colleagues to grow and develop and we are committed to offering all colleagues opportunities to progress to higher paid roles. We make a significant investment in training and development to ensure we have an effective workforce, supporting colleagues to feel fulfilled and valued and where they are encouraged to achieve their full potential.

Marianne Wanstall, Chief Executive