

Firstpoint Homecare Ltd

Gender Pay Gap Report and Data 2018

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The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private sector employers with 250 + workers to publish a range of data. The Gender Pay Gap is the difference between the average earnings of male and females, who could be engaged in very different roles.

Women's hourly rate is:

4.5% lower (mean) **4.9% higher (median)**

Women's bonus pay is:

-3.9% lower (mean) **87.5% lower (median)**

Who received bonus pay:

4.3% of men **1.9% of women**

Pay Quartiles

	Female	Male
Upper quartile	76.6%	23.4%
Upper middle quartile	22.6%	77.4%
Lower middle quartile	91.5%	8.5%
Lower quartile	80.6%	19.4%