

Firstpoint Homecare Ltd

Gender Pay Gap Report and Data 2019

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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:

1.6% lower (mean) **-0.2% lower (median)**

Women's bonus pay is:

58.6% lower (mean) **32.2% lower (median)**

Who received bonus pay:

1.7% of men **1.2% of women**

Pay Quartiles

	Female	Male
Upper quartile	64.5%	35.5%
Upper middle quartile	68.5%	31.5%
Lower middle quartile	37%	63%
Lower quartile	98.9%	1.1%