

Firstpoint Homecare Ltd

Gender Pay Gap Report and Data 2017

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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:

3.7% lower (mean) **1.1% higher (median)**

Women's bonus pay is:

39.3% lower (mean) **37.5% lower (median)**

Who received bonus pay:

4.1% of men **2.7% of women**

Pay Quartiles

	Female	Male
Upper quartile	82%	18%
Upper middle quartile	82%	18%
Lower middle quartile	77.3%	22.7%
Lower quartile	78.7%	21.3%