

Gender Pay Gap Statement

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

GENDER PAY GAP METRICS

Our Gender Pay and Bonus Gap figures for Nellsar staff employed as at 5th April 2017 are as follows:

GENDER PAYGAP QUARTILE FIGURES <i>Percentage of males and females in each quartile</i>	Male	Female
Upper Quartile	28%	72%
Upper Middle Quartile	13%	87%
Lower Middle Quartile	13%	87%
Lower Quartile	14%	86%

GENDER PAY & BONUS GAP	MEAN (Average)	MEDIAN (Middle)
Gender Pay gap	13.7%	6.7%
Gender Bonus Gap	44.6%	44.4%

At Nellsar we are committed to rewarding our staff fairly for the job they do, regardless of gender. Whilst we are pleased to report that both our mean and median calculated pay gap figures are well below the current national average of 18.1%, we are focussed on continuing to further reduce the pay gap across our organisation.

ADDRESSING THE PAY GAP

As is typical of organisations in the care sector, Nellsar have a significantly higher proportion of female employees compared to male. There is also a tendency for our lowest paid roles to be performed mainly by female staff. We are actively developing our ongoing recruitment and training programs with a view to making career opportunities across our organisation more attractive to both male and female applicants.

I confirm that the above information is accurate.

Signed:



Martin Barrett
Managing Director
Nellsar Limited