

# Gender Pay Gap Statement

Since April 2017, all organisations that employ over 250 employees have been 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 5<sup>th</sup> April 2019 are as follows:

<b>GENDER PAYGAP QUARTILE FIGURES</b> <i>Percentage of males and females in each quartile</i>	<b>Male</b>	<b>Female</b>
Upper Quartile	25%	75%
Upper Middle Quartile	17%	83%
Lower Middle Quartile	10%	90%
Lower Quartile	18%	82%

<b>GENDER PAY &amp; BONUS GAP</b>	<b>MEAN</b> <b>(Average)</b>	<b>MEDIAN</b> <b>(Middle)</b>
Gender Pay gap	8.2%	4.0%
Gender Bonus Gap	67.0%	73.3%

At Nellsar we are committed to rewarding our staff fairly for the job they do, regardless of gender. The Office of National Statistics reports show that the UK gender pay gap has fallen from 2018 to 2019 to a new lower national average of 17.3% across all employees. We are pleased to report that Nellsar’s ‘mean’ and ‘median’ calculated pay gap figures this year once again remain significantly below the published national average. We will however be continuing to focus on initiatives to reduce the pay gap across our organisation wherever possible.

## FURTHER 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 continuing to proactively drive our ongoing recruitment and training programs with a view to ensuring career opportunities throughout our organisation are equally attractive to both male and female applicants.

I confirm that the above information is accurate.

Signed:



**Martin Barrett**  
**Managing Director**  
**Nellsar Limited**