

## Gender Pay Gap reporting 2017-18

Prama is delighted to achieve figures significantly better than the national average. In practice the average of female staff rates is actually slightly higher than the male average. This is due to there being more women filling middle management, training and administration roles, which carry pay rates above the averages for care work and shop staff. Pramacare has a predominantly female workforce with men representing only 8.5% of the total.

1.

Overall Mean Gender Pay Gap (excl. bonus payments)	
National average	Prama
18%	13.8%

This is the amount by which the average pay rate (as at 5<sup>th</sup> April 2017) of male employees exceeds the average pay rate of female employees. This figure is significantly influenced by the different rates of pay in the senior management team. If the SMT is excluded from the calculations the mean gender pay gap is actually negative, (-1.8%). The Senior management team currently consists of two men and two women. The Chief Executive role, currently held by a man, has the highest pay rate and has the most significant effect on the overall result.

2.

Median Gender pay gap (excl. bonus payments)	
This is the amount by which the middle point of the range of male pay rates exceeds the middle point of the range of female pay rates.	-0.7%

3.

Mean Gender Pay Gap incl. bonus payments	
The charity does not pay performance based bonuses. The only bonus payments paid are small sums for successfully introducing new staff to the organisation and these are available to all staff.	13.0%

Note: As in 1) above the result excluding the senior management team is -2.0%

4.

Median Gender Pay Gap incl. bonus payments
-0.7%

5.

Proportion of staff receiving bonus payments	
Female	Male
7.2%	4.5%