

## Millennium Care Homes Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. The below information is a snapshot of our employees' hourly earnings on 20<sup>th</sup> February 2019 and bonuses paid 2018 year-end. Most of our staff are female, and we are committed to employing with transparency and on merit.


|                                           |                                                      |
|-------------------------------------------|------------------------------------------------------|
| <b>Mean gender pay gap</b>                | Men's mean hourly rate is 1% higher than women's     |
| <b>Median gender pay gap</b>              | Men's median hourly rate is 4.6% higher than women's |
| <b>Mean bonus gender pay gap</b>          | There is no pay gap for bonuses                      |
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| <b>Proportion receiving bonus payment</b> | 100% (all men and all women)                         |

### **The proportion of women and men at each hourly pay quartile:**

| <b>Quartile</b>        | <b>Male</b> | <b>Female</b> |
|------------------------|-------------|---------------|
| 1 (lowest hourly pay)  | 10.5%       | 89.5%         |
| 2                      | 9%          | 91%           |
| 3                      | 9%          | 91%           |
| 4 (highest hourly pay) | 9%          | 91%           |

At Millennium Care homes limited, our philosophy is to enhance the quality of life of our residents and staff by combining the very best in physical surroundings with professional and personalised care delivered by a highly trained and committed staff team.

We aim to offer everyone growth and development opportunities in a positive, open, diverse, and inclusive environment. This includes promoting gender equality.



Mr Mansoor Esmail

Director

20<sup>th</sup> February 2019