

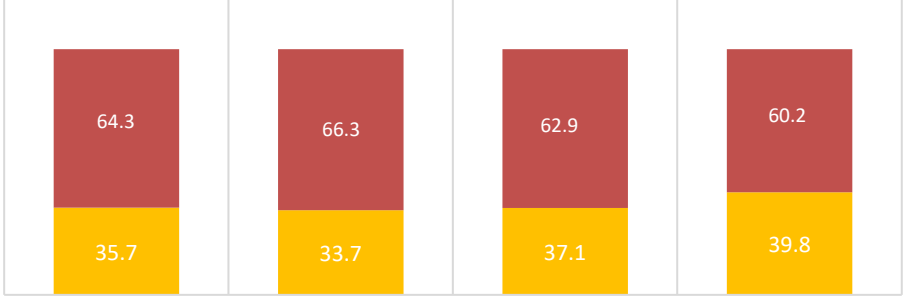
**GENDER PAY GAP REPORT: 2018**

Under legislation that came into force in April 2017, UK employees with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

**Data Used**

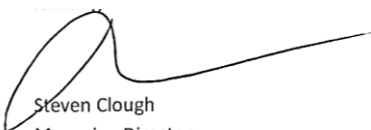
The information below shows the Gender Pay Gap that exists within Millennium Care Services, based on the hourly rates of pay for all employees and workers as at the snapshot date of 5<sup>th</sup> April 2018 and bonuses paid in the 12 months to 5<sup>th</sup> April 2018.

**Findings**

<p>Mean Gender Pay Gap: 8.25%</p>	<p>Median Gender Pay Gap: Zero</p>															
<p>Mean / Median Bonus Pay Gap: Zero          Proportion of Males and Females Receiving bonus pay: Zero  <i>No bonuses were paid to any employee in the 12 months to 5<sup>th</sup> April 2018</i></p>																
<p><b>Proportion of Males and Females in Each Pay Quartile</b></p> <div style="text-align: center; margin-bottom: 10px;"> <span style="color: yellow;">■</span> Male    <span style="color: red;">■</span> Female         </div>  <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>Quartile</th> <th>Male (%)</th> <th>Female (%)</th> </tr> </thead> <tbody> <tr> <td>QUARTILE 1</td> <td>35.7</td> <td>64.3</td> </tr> <tr> <td>QUARTILE 2</td> <td>33.7</td> <td>66.3</td> </tr> <tr> <td>QUARTILE 3</td> <td>37.1</td> <td>62.9</td> </tr> <tr> <td>QUARTILE 4</td> <td>39.8</td> <td>60.2</td> </tr> </tbody> </table>		Quartile	Male (%)	Female (%)	QUARTILE 1	35.7	64.3	QUARTILE 2	33.7	66.3	QUARTILE 3	37.1	62.9	QUARTILE 4	39.8	60.2
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**Understanding the Findings**

Our findings show that, as with many Social Care providers, the majority of our employees are female as per previous year and therefore as expected, each quartile is predominantly filled by females. The upper quartile has the highest percentage of male employees and we have a mean gender pay gap of 8.25%. As a company we are committed to ensuring equal pay to our employees, and as such are confident that the pay gap is not as a result of males and females being paid different wages for doing the same job, but is as a result of having a larger number of females in the lower paid roles than males. We are committed to reducing any pay gap that we may have, and ensuring a healthy balance of males and females across all areas of the business. However, our main focus will always be on ensuring the right person is employed for the role in question, regardless of their gender, to ensure that as a business we achieve our mission of fulfilling lives.



Steven Clough  
 Managing Director