

GENDER PAY GAP

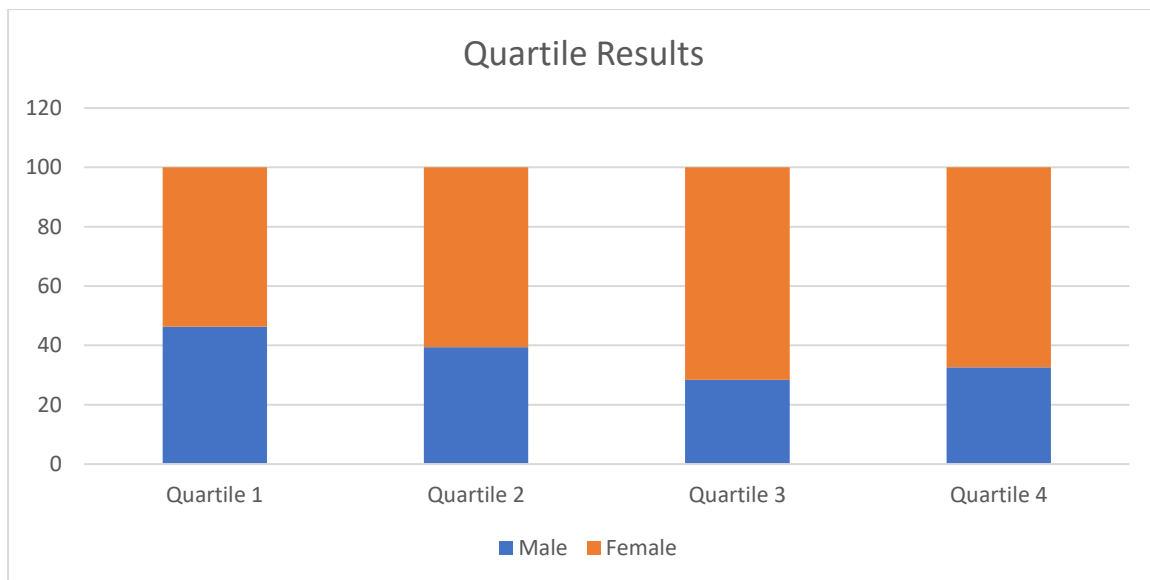
2020

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

DATA USED

The information below shows the Gender Pay Gap that exists within Millennium Support, based on the hourly rate of pay for all employees and workers as at the snapshot date of 5th April 2021, and bonuses paid in the 12 months up to 5th April 2021

FINDINGS



Mean Gender Pay Gap 15.1%

Median Gender Pay Gap 6.6%

UNDERSTANDING THE FINDINGS

Our findings show that, as with many Social Care providers, the majority of our employees are female and therefore, as expected, each quartile is predominantly filled by females. The upper quartile gap has been closed year on year due to manager movements within the business with more female in positions that were previously held by males. The mean gender pay gap of 15.1, albeit lower than last year, is still higher due to having 2 male Directors with higher salaries.

As a company we are committed to ensuring equal pay to all our employees and, as such, are confident that the pay gap is not a result of males and females being paid different wages for doing the same job, but 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, as this year's results are proving, and ensuring a healthy balance of males and females across all areas of the business. However our main focus will always be 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.