



MIDWAY CARE GROUP LIMITED
ACCOUNTABILITY • TRANSPARENCY • DIVERSITY

GENDER PAY GAP – April 2021

Midway Care Group is a large employer (more than 250 staff) within the West Midlands operating in the Specialist Care Sector.

Midway Care Group is proud to operate an equal pay policy by basing recruitment and job evaluations on skills and experience. The Gender Pay Gap data should not be confused with Equal Pay.

Midway Care Group is required to publish the following data on the Company's website;

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The data is published using actual Payroll information for the relevant period and the Directors of the Company are satisfied the statistics are reliable and offer a fair reflection of the pay data.

Midway Care Group would like to summarise that whilst we operate varied pay scales that are based on skills and experience and not based on gender.

It is important to note that the gender pay gap is different to equal pay.

The Directors
16 March 2021



Pay Gap Summary at Apr 2020

	Apr-20	Apr-19
Mean	-0.9% Female>Male	1.7% Male> Female
Median	0	0
Mean Bonus	-585% Female>Male	-169% Female>Male
Median Bonus	-38% Female>Male	-67% Female>Male
Probn Female receiving bonus	3%	8%
Probn Male receiving bonus	2%	4%
Probn Female in each quartile		
Upper	73%	45%
Upper Middle	59%	57%
Lower Middle	59%	68%
Lower	72%	94%
Probn Male in each quartile		
Upper	27%	55%
Upper Middle	41%	43%
Lower Middle	41%	32%
Lower	28%	6%

More information is available on the Government Website

<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>