



**MIDWAY CARE GROUP LIMITED**  
ACCOUNTABILITY • TRANSPARENCY • DIVERSITY

## **GENDER PAY GAP – April 2020**

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  
25 February 2020



Pay Gap Summary at Apr 19			
Mean			1.7%
Median			0
Mean Bonus			-169%
Median Bonus			-67%
Propn Female receiving bonus			8%
Propn Male receiving bonus			4%
Propn Female in each quartile			
	U		45%
	UM		57%
	LM		68%
	L		94%
Propn Male in each quartile			
	U		55%
	UM		43%
	LM		32%
	L		6%

More information is available on the Government Website

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