

# Life Style Care Plc

## Gender Pay Gap Report April 2018

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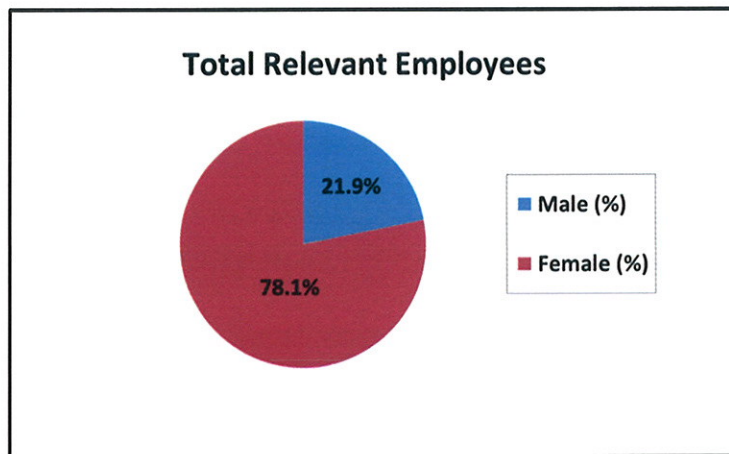
### Introduction

From April 2017 all organisations that employ over 250 employees are required to report to report their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard time period regardless of their role seniority.

It is distinct from equal pay, which is about ensuring men and women are paid the same for carrying out work of equal value. We believe we meet our equal pay obligations.

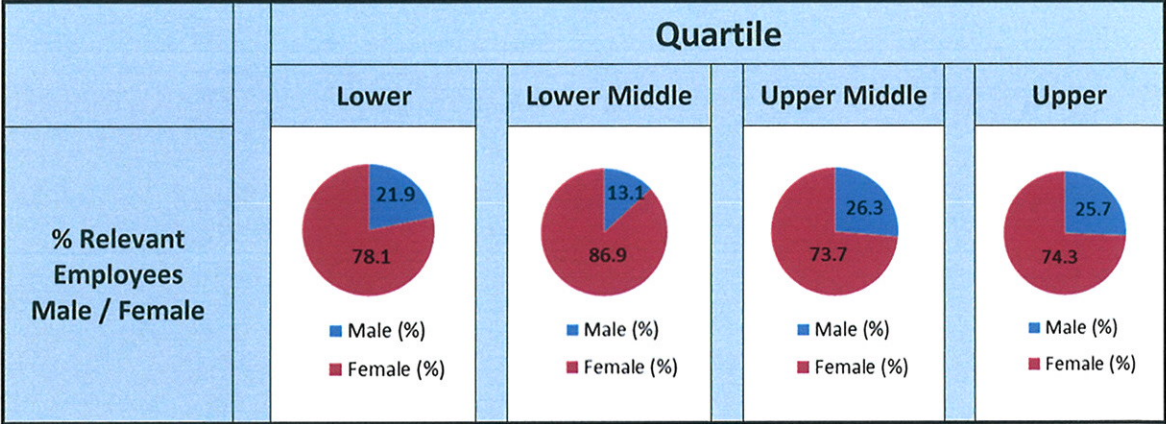
It should be noted that Life Style Care’s work force consists of significantly more females than males. This predominance of females has a significant influence on the overall gender pay gap.

### Key Findings



Total Relevant Employees	
Average	Gap (%)
Mean	9.7%
Median	2.5%

No bonus payments were made within the reporting period for both male and female employees.



**How to Reduce the Gender Pay Gap**

It is acknowledged that the Gender Pay gap has widened since the previous report was published. Both the total number of employees employed and the number of females employed in the company has increased but this has not had the impact on either the Mean or Median average that was hoped for.

All the Managers responsible for recruitment in the Company are Female and this is seen as a strength in addressing the Gender Pay Gap differential.

To try and reduce this gap Life Style Care has identified four key areas we want to address in response to our 2018 Gender Pay Gap results.

**Step One:**

By publishing our Gender Pay Gap report we hope to create a positive impact on recruitment and retention and ensure potential employees favour employment with Life Style Care because we are open to the challenge of reducing gender pay gaps.

**Step Two:**

Interview as many women as possible for a vacancy to increase the chance of a woman being selected

**Step Three:**

Through the appraisal system identify employees that would be suitable for promotion. Identify skills needed for the promotion. Develop training for the individual to fill any identified skills deficit.

#### **Step Four:**

The Directors have agreed to forgo their pay review this year to show their commitment to narrowing the Gender Pay Gap.

#### **Summary**

I confirm that the information used is accurate and that Life Style Care plc remains committed to the principle of gender equality and these pay gap results are in line with mandatory requirements.

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**David Penney**  
**Director**  
**Life Style Care plc**