

Akari Care Limited

Gender Pay Gap Report 2018

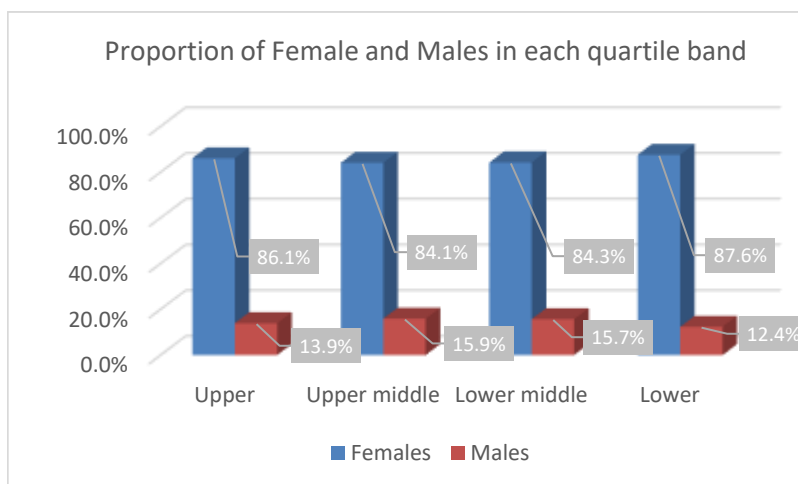
Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

Gender Pay Figures

The information below shows the median and mean gender pay gap and bonus pay gap for Akari Care Limited ("Akari") based on hourly rates of pay as at the snapshot date of 5 April 2018, and bonuses paid in the year to 5 April 2018.

Pay and Bonus Gap		
	Mean	Median
Gender Pay Gap	13.2%	0.1%
Gender Bonus Gap	71.1%	21.1%

Proportion of employees receiving bonuses	
Female	4.8%
Male	1.9%



Understanding the Gap

Akari's workforce is made up of significantly more female than male staff. Akari's lower paid roles, including domestic and care staff, are predominantly undertaken by females.

At the snapshot date, Akari employed 262 males and 1,545 females (14.5% and 85.5% of total employees, respectively). This profile is common across the social care sector with a higher proportion of female employees.

There is an overall average (mean) pay gap of 13.2%. This difference mainly arises as a result of the inclusion of the statutory directors of Akari who, during the year to 5 April 2018, were all male. Excluding the statutory directors, the average (mean) pay gap is 1.93%.

This adjusted average (mean) pay gap of 1.93% is caused by an increase in the number of male employees employed, during the year to 5 April 2018, in more senior roles within the business. This increase impacts on average (mean) pay due to the comparatively low overall number of male employees who are employed by Akari.

I confirm the information contained in this statement is accurate.

Oliver Lightowers
Interim Chief Executive Officer

26 March 2019