

Akari Care Limited

Gender Pay Gap Report 2019

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 2019, and bonuses paid in the year to 5 April 2019:

Difference in hourly rate of pay – mean	6.1%
Difference in hourly rate of pay – median	(0.2%)
Difference in bonus pay – mean	(30.6%)
Difference in bonus pay – median	(10.0%)
Percentage of Males who received bonus pay	1.3%
Percentage of Females who received bonus pay	1.1%

The proportion of males and females within each quartile band was as follows:

Quartile	Female	Males
Upper: 75-100% of full-pay relevant employees	86.5%	13.5%
Upper middle: 50-75% of full-pay relevant employees	89.5%	10.5%
Lower middle: 25-50% of full-pay relevant employees	86.0%	14.0%
Lower: 0-25% of full-pay relevant employees	85.0%	15.0%

Understanding the Gap

Akari's workforce continues to be 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 233 males (2018: 262) and 1,573 females (2018: 1,545), being 13.3% and 86.7% of total employees, respectively. This profile is common across the social care sector with a higher proportion of female employees. Over the past twelve months, the proportion of female employees employed by Akari Care has increased.

The overall average (mean) pay gap has reduced over the past twelve months to 6.1% (2018: 13.1%). This reduction is caused partly by an increase in female employees, including within more senior roles, and a reduction of one in the number of male statutory directors of Akari Care also. Excluding the statutory directors, the average (mean) pay gap is 1.1%, which is also a reduction on the previous year.

Principally as result of the reduction in the number of male statutory directors, and an increase in the proportion of senior females employed, the difference in bonus (mean and median) pay now shows a bonus pay gap in favour of female employees.

I confirm the information contained in this statement is accurate.

Oliver Lightowers
Chief Executive Officer

15 October 2020