

Akari Care Limited

Gender Pay Gap Report 2020

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 Care") based on hourly rates of pay as at the snapshot date of 5 April 2020, and bonuses paid in the year to 5 April 2020:

Difference in hourly rate of pay – mean	16.3%
Difference in hourly rate of pay – median	0.0%
Difference in bonus pay – mean	48.7%
Difference in bonus pay – median	36.2%
Percentage of Males who received bonus pay	4.2%
Percentage of Females who received bonus pay	2.4%

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

Quartile	Female	Males
Upper: 75-100% of full-pay relevant employees	83.7%	16.3%
Upper middle: 50-75% of full-pay relevant employees	85.4%	14.6%
Lower middle: 25-50% of full-pay relevant employees	83.6%	16.4%
Lower: 0-25% of full-pay relevant employees	86.4%	13.6%

Understanding the Gap

Akari Care's workforce continues to be made up of significantly more female than male staff. This profile is common across the social care sector where there are a higher proportion of female employees. Akari Care's lower paid roles, including domestic and care staff, are predominantly undertaken by females.

At the snapshot date, Akari Care employed 175 males (2019: 233) and 975 females (2019: 1,573), being 15.22% and 84.78% of total employees, respectively. The snapshot date coincided with the beginning of the pandemic and has resulted in approximately one third of Akari Care's workforce being excluded from the snapshot. Whilst the gender pay gap for 2020 has been calculated in line with guidance provided to address the impact of the pandemic, it does result in some material distortions. The snapshot does not properly reflect the actual workforce employed by Akari Care at the point taken. This is unfortunate and by way of comparison in 2019, Akari Care reported a reduced average (mean) pay gap of 6.1%, and 1.1% after excluding male statutory directors. Male statutory directors also distort the gender pay gap for 2020 and their exclusion results in an average (mean) pay gap of 4.3%.

Principally, as a result of the number of male statutory directors and the timing of the snapshot period, it is difficult to compare April 2020 snapshot data with previous years.

I confirm the information contained in this statement is accurate.

Oliver Lightowlers
Chief Executive Officer

10 September 2021