

Akari Care Limited – Gender Pay Gap Report 2021

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 2021, and bonuses paid in the year to 5 April 2021:

Difference in hourly rate of pay – mean	11.7%
Difference in hourly rate of pay – median	(0.4)%
Difference in bonus pay – mean	44.7%
Difference in bonus pay – median	(10.6)%
Percentage of Males who received bonus pay	5.9%
Percentage of Females who received bonus pay	4.0%

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

Quartile	Female	Males
Upper: 75-100% of full-pay relevant employees	85.3%	14.7%
Upper middle: 50-75% of full-pay relevant employees	88.3%	11.7%
Lower middle: 25-50% of full-pay relevant employees	86.2%	13.8%
Lower: 0-25% of full-pay relevant employees	83.2%	16.8%

Understanding the Gap

Akari Care’s workforce continues to be made up of significantly more female than male colleagues with the proportion of female colleagues increasing to 85.8% as at 5 April 2021. This profile continues to be 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 214 males (2020: 175) and 1,288 females (2020: 975), being 14.2% and 85.8% of total employees respectively. In 2020, approximately one third of Akari Care’s workforce were excluded from the snapshot due to the pandemic. In 2021, numbers excluded remain significant but have reduced to c16% of the workforce. In both years, the gender pay gap has been calculated in line with guidance to address the impact of the pandemic. The snapshot shows that Akari Care reported a reduced mean hourly pay gap of 11.7% (2020: 16.3%). This mean pay gap reduces further to 3.6% (2020: 4.3%) after excluding male statutory directors. As was the case in 2020, year on year comparisons remain difficult due to the effects of the pandemic on related calculations.

For the first time, the snapshot shows that the median hourly rate of pay for females exceeds that for males.

I confirm the information contained in this statement is accurate.

Oliver Lightowlers
Chief Executive Officer

25 March 2022