



Care and Accommodation Without Compromise

Head Office: 2 Endeavour Park, Boston, Lincolnshire PE21 7TQ
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www.TanglewoodCareHomes.co.uk

Please reply to: Head Office

Gender Pay Gap Report For 2020

Since April 2017, legislation requires all employers of 250 or more employees to publish their Gender Pay Gap result. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period. In line with mandatory requirements, GPGR 2020 details the gender pay gap for Tanglewood Care Services Ltd between 16 March 2020 and 12 April 2020.

We are happy to report our data. Our recruiting process is gender blind and reflective of the applicant pool at any given time – which in our sector, is mostly female. We recognize the importance of a gender balanced workforce and strive to be blind to gender in the opportunities we give to employees.

The Mean Hourly Pay for women is 13.4% lower than men's at Tanglewood Care Services Ltd; while their Median Hourly Pay is 0.8% lower.

The Bonus Gap in Tanglewood Care Services Ltd is not calculated as no bonuses were paid to Men.

The Tanglewood Care Services Ltd workforce is comprised of 13.0% of Men and 87.0% of Women. During the reporting period, bonuses were received by 0.0% of Men and 2.0% of Women.

Tanglewood Care Services Ltd is committed to the principle of equal pay for all employees and determines pay and conditions of employment that do not discriminate unlawfully and are free from gender bias. We are also committed to address current imbalances aiming to close the gender pay gap.

Gabriella Davies
Chief Financial Officer

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Summary of Data For 2020

Number of relevant employees at Tanglewood Care Services Ltd	529
Proportion of male and female employees (M % / F %)	13.0% / 87.0%
Mean hourly pay difference between male and female employee (%)	13.4%
Median hourly pay difference between male and female employees (%)	0.8%
Proportion of male and female employees in lower pay band (M % / F %)	13.1% / 86.9%
Proportion of male and female employees in lower middle pay band (M % / F %)	8.2% / 91.8%
Proportion of male and female employees in upper middle pay band (M % / F %)	11.5% / 88.5%

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Proportion of male and female employees in upper pay band (M % / F %)	13.3% / 86.7%
Proportion of male and female employees receiving a bonus (M % / F %)	0.0% / 0.2%
Mean Hourly difference in bonus pay between male and female employees (%)	N/A
Median hourly difference in bonus pay between male and female employees (%)	N/A

I confirm the data reported is accurate.

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