

## North West Community Services (Greater Manchester) Ltd & North West Community Services (Merseyside Ltd) Gender Pay Report 2017

NWCS have an obligation to report on gender pay differences for companies with over 250 staff. Although the Group's Merseyside company has less than the required 250 employees required for reporting purposes the two operational support services under Merseyside and Manchester account for almost 95% of all employees and therefore the board has elected to self-report on this company as well as the Manchester company.

NWCS have a robust Equality Policy which is actively enforced however due to the nature of the service provided by NWCS, almost 2/3 of the company's employees are female with many working in the front line as support workers. By comparison the NHS gender workforce split is 77% female and 23% male.

Following the acquisition of NWCS by Mediline Nurses & Carers Ltd in 2016 the 3 main board company directors of both the Merseyside and Manchester companies are male. The ultimate holding company – Peter Cook Ltd has 1 male and 1 female board director. By comparison the 3 directors of services within the Merseyside and Manchester companies are all female.

In summary, the percentage proportion of males to females within each quartile banding is indicative of the synergy that NWCS has achieved across the organisation though the application of the companies Equality Policy and as can be seen in the figures are comparable across the two services.

For transparency no males in Merseyside received a bonus hence the 100% variance.

### Chris Murray Managing Director

	Merseyside	Manchester
Mean Gender Pay Gap	-6.94%	-4.37%
Median Gender Pay Gap	0.00%	0.00%
Mean Bonus Gender Pay Gap	-100.00%	-233.33%
Median Bonus Gender Pay Gap	-100.00%	0.00%

*(Negative figures indicate female average higher than males)*

### ***Proportion of Males & Females Receiving Bonus Payment***

	Merseyside	Manchester
Females	5.40%	5.00%
Males	0.00%	2.97%

### ***Proportion of Males & Females in each Quartile Band***

	Merseyside	Manchester
Females	63.7%	64.1%
Males	36.3%	35.9%

### ***Lower Quartile***

	Merseyside	Manchester
Females	62.2%	64.3%

Males	37.8%	35.7%
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***Lower Middle Quartile***

Females	63.9%	64.3%
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Males	36.1%	35.7%
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***Upper Middle Quartile***

Females	63.9%	64.3%
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Males	36.1%	35.7%
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***Top Quartile***

Females	64.9%	63.4%
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Males	35.1%	36.6%
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