



MIDWAY CARE GROUP LIMITED
ACCOUNTABILITY • TRANSPARENCY • DIVERSITY

GENDER PAY GAP – April 2024

Midway Care Group is a large employer (more than 250 staff) within the West Midlands operating in the Specialist Care Sector.

Midway Care Group is proud to operate an equal pay policy by basing recruitment and job evaluations on skills and experience. The Gender Pay Gap data should not be confused with Equal Pay.

Midway Care Group is required to publish the following data on the Company's website;

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The data is published using actual Payroll information for the relevant period and the Directors of the Company are satisfied the statistics are reliable and offer a fair reflection of the pay data.

Midway Care Group would like to summarise that whilst we operate varied pay scales that are based on skills and experience and not based on gender.

It is important to note that the gender pay gap is different to equal pay.

The Directors

3rd April 2024



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Pay Gap Summary at Apr 2023

	Apr-23		Apr-22	
Mean	1.2%		1.6%	Male> Female
Median	0%		0%	
Mean Bonus	-117%	Female>Male	-854%	Female>Male
Median Bonus	56%	Male> Female	50%	Female>Male
Propn Female receiving bonus	2.7%		4%	
Propn Male receiving bonus	2.3%		2%	
Propn Female in each quartile				
Upper	60%		67%	
Upper Middle	61%		57%	
Lower Middle	64%		67%	
Lower	71%		69%	
Propn Male in each quartile				
Upper	40%		33%	
Upper Middle	39%		43%	
Lower Middle	36%		33%	
Lower	29%		31%	

More information is available on the Government Website

<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

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