

LORIMER CARE HOMES

Gender Pay Gap Report

LORIMER CARE HOMES LIMITED

Snapshot date

5 April 2018

Person responsible for employer's report

Jennifer Young (Operations Director)

Address

2 Roman Road, Bearsden, Glasgow G61 2SW

Nature of business (SIC)

Human health and social work activities

Employer Size

250 to 499 employees

Gender pay gap report

Difference in hourly rate

About mean and median

Women's mean hourly rate is **0.1% higher** than men's

In other words when comparing mean hourly rates, women earn the same as men.

Women's median hourly rate is **0% lower** than men's

In other words when comparing median hourly rates, women earn the same as men.

Proportion of women in each pay quartile:

Top quartile (highest paid):

84.5% of the top quartile are women

Upper middle quartile

90.3% of the upper middle quartile are women

Lower middle quartile

90.3% of the lower middle quartile are women

Lower quartile (lowest paid)

88.3% of the lower quartile are women

Who received bonus pay

2.5% of women

2.1% of men

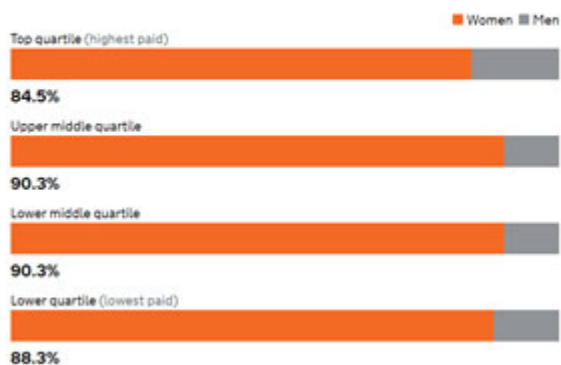
Difference in bonus pay

Women's mean bonus pay is **0% lower** than men's

Women's median bonus pay is **0% lower** than men's

Proportion of women in each pay quartile

[About quartiles](#)



Our Statement:

Lorimer Care Homes Limited is confident that male and female employees are paid equally for doing equivalent jobs across our business. Our gender pay gap figures are calculated using the mechanisms set out in legislation, and I confirm the figures have been checked for accuracy.

Jennifer Young, Operations Director.