



**MIDWAY CARE GROUP LIMITED**  
ACCOUNTABILITY • TRANSPARENCY • DIVERSITY

### **GENDER PAY GAP – April 2023**

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  
16 March 2023



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Pay Gap Summary at Apr 2022

	Apr-22		Apr-21	
Mean	1.6%	0.0%	2.4%	Male>Female
Median	0		0	
Mean Bonus	-854%	Female>Male	-1606%	Female>Male
Median Bonus	50%	Female>Male	25%	Female>Male
Probn Female receiving bonus	4.4%		4%	
Probn Male receiving bonus	2.4%		2%	
Probn Female in each quartile				
Upper	67%		66%	
Upper Middle	57%		66%	
Lower Middle	67%		66%	
Lower	69%		67%	
Probn Male in each quartile				
Upper	33%		34%	
Upper Middle	43%		34%	
Lower Middle	33%		34%	
Lower	31%		33%	

More information is available on the Government Website

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

Harmac House, 131 Lincoln Road North, Acocks Green, Birmingham B27 6RT

Tel: 0121 706 9902 Fax: 0121 706 8981 Email: [info@midwaycaregroup.co.uk](mailto:info@midwaycaregroup.co.uk) [www.midwaycare.co.uk](http://www.midwaycare.co.uk)

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