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Gender pay gap service

[◀ Back](#)

CARE AND SHARE ASSOCIATES ONE (2014) LIMITED

Gender pay gap report

Snapshot date

5 April 2017

Employer size

500 to 999 employees

Person responsible

Sharon Lowrie
(Finance Director)

Difference in hourly rate

▶ [About mean and median](#)

Women's mean hourly rate is **3.2% lower** than men'sIn other words when comparing mean hourly rates, **women earn 97p** for every **£1** that men earn.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

▶ [About quartiles](#)

	Women	Men
Top quartile (highest paid)		
	83%	
Upper middle quartile		
	83%	
Lower middle quartile		

81%

Lower quartile (lowest paid)

81%

Who received bonus pay

89.1% of women

74.3% of men

Difference in bonus pay

Women's mean bonus pay is **22.4% higher** than men's

Women's median bonus pay is **51% higher** than men's