**Firstpoint Healthcare Ltd**

**Gender Pay Gap Report and Data 2021**

**Address: Kingston House, Towers Business Park, Wilmslow Road, Manchester M20 2LD**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private sector employers with 250 + workers to publish a range of data. The Gender Pay Gap is the difference between the average earnings of male and females, who could be engaged in very different roles.

**Women’s hourly rate is:**

**-4.2% lower (mean) -4.7% lower (median)**

**Women’s bonus pay is:**

**71.4 % lower (mean) 68% lower (median)**

**Who received bonus pay:**

**11.1% of men 6.6% of women**

**Pay Quartiles**

|  |  |  |
| --- | --- | --- |
|  | Female | Male |
| Upper quartile | **76.9%** | **23.1%** |
| Upper middle quartile | **82.1%** | **17.9%** |
| Lower middle quartile | **70%** | **30%** |
| Lower quartile | **79.5%** | **20.5%** |