

Larchwood Care Homes (North) Limited

Difference in hourly rate of pay - mean	-3.5%
Difference in hourly rate of pay - median	0.0%
Difference in bonus pay - mean	-45.5%
Difference in bonus pay - median	0.0%
Percentage of Males who received bonus pay	11.9%
Percentage of Females who received bonus pay	14.3%

Employees by pay quartile

	Quartile	Females	Males
<i>Upper: 75-100% of full-pay relevant employees</i>		85.2%	14.8%
<i>Upper middle: 50-75% of full-pay relevant employees</i>		84.9%	15.1%
<i>Lower middle: 25-50% of full-pay relevant employees</i>		88.3%	11.7%
<i>Lower: 0-25% of full-pay relevant employees</i>		86.7%	13.3%
<i>Overall gender split of full-pay relevant employees (not reportable)</i>		86.3%	13.7%