

Larchwood Care Homes (North) Limited

Difference in hourly rate of pay - mean	-4.0%
Difference in hourly rate of pay - median	-1.2%
Difference in bonus pay - mean	-862.3%
Difference in bonus pay - median	-150.0%
Percentage of Males who received bonus pay	1.5%
Percentage of Females who received bonus pay	6.9%

Employees by pay quartile

	Quartile	Females	Males
	<i>Upper: 75-100% of full-pay relevant employees</i>	88.6%	11.4%
	<i>Upper middle: 50-75% of full-pay relevant employees</i>	86.4%	13.6%
	<i>Lower middle: 25-50% of full-pay relevant employees</i>	84.2%	15.8%
	<i>Lower: 0-25% of full-pay relevant employees</i>	80.7%	19.3%
	<i>Overall gender split of full-pay relevant employees (not reportable)</i>	85.0%	15.0%