

Larchwood Care Homes (South) Limited

Difference in hourly rate of pay - mean	1.5%
Difference in hourly rate of pay - median	0.1%
Difference in bonus pay - mean	2.1%
Difference in bonus pay - median	0.0%
Percentage of Males who received bonus pay	6.9%
Percentage of Females who received bonus pay	7.1%

Employees by pay quartile

	Quartile	Females	Males
	<i>Upper: 75-100% of full-pay relevant employees</i>	76.6%	23.4%
	<i>Upper middle: 50-75% of full-pay relevant employees</i>	86.2%	13.8%
	<i>Lower middle: 25-50% of full-pay relevant employees</i>	80.2%	19.8%
	<i>Lower: 0-25% of full-pay relevant employees</i>	83.0%	17.0%
	<i>Overall gender split of full-pay relevant employees (not reportable)</i>	81.5%	18.5%