



**Tanglewood Care Services Ltd**

2 Endeavour Park  
Boston, Lincolnshire  
PE21 7TQ

01205 358888

[enquiries@tanglewoodcarehomes.co.uk](mailto:enquiries@tanglewoodcarehomes.co.uk)

[www.tanglewoodcarehomes.co.uk](http://www.tanglewoodcarehomes.co.uk)

## Gender Pay Gap Report For 2021

Since April 2017, legislation requires all employers of 250 or more employees to publish their Gender Pay Gap result. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period. In line with mandatory requirements, GPGR 2020 details the gender pay gap for Tanglewood Care Services Ltd between 15 March 2021 and 11 April 2021.

We are happy to report our data. Our recruiting process is gender blind and reflective of the applicant pool at any given time – which in our sector, is mostly female. We recognize the importance of a gender balanced workforce and strive to be blind to gender in the opportunities we give to employees.

The Mean Hourly Pay for women is 9.5% lower than men's at Tanglewood Care Services Ltd; while their Median Hourly Pay is 0.0% lower.

The Bonus Gap in Tanglewood Care Services Ltd is 16.2% as Men's Mean Bonus Pay is £1,016.28, while Women's Mean Bonus Pay is £851.89. Additionally, the Median Bonus Pay for Men is £111.54 and £141.12 for Women, resulting in a Median Bonus Gap of -26.5%.

The Tanglewood Care Services Ltd workforce is comprised of 14.7% of Men and 85.3% of Women. During the reporting period, bonuses were received by 12.9% of Men and 16.2% of Women.

Tanglewood Care Services Ltd is committed to the principle of equal pay for all employees and determines pay and conditions of employment that do not discriminate unlawfully and are free from gender bias. We are also committed to address current imbalances aiming to close the gender pay gap.

Gabriella Davies  
Chief Financial Officer



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## Summary of Data For 2021

Number of relevant employees at Tanglewood Care Services Ltd	579
Proportion of male and female employees (M % / F %)	14.7% / 85.3%
Mean hourly pay difference between male and female employee (%)	9.5%
Median hourly pay difference between male and female employees (%)	0.0%
Proportion of male and female employees in lower pay band (M % / F %)	21.9% / 78.1%
Proportion of male and female employees in lower middle pay band (M % / F %)	12.6% / 87.4%
Proportion of male and female employees in upper middle pay band (M % / F %)	15.6% / 84.4%
Proportion of male and female employees in upper pay band (M % / F %)	15.8% / 84.2%



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Proportion of male and female employees receiving a bonus (M % / F %)	12.9% / 16.2%
Mean Hourly difference in bonus pay between male and female employees (%)	16.2%
Median hourly difference in bonus pay between male and female employees (%)	-26.5%

I confirm the data reported is accurate.

Gabriella Davies  
Chief Financial Officer