



# Gender Pay Gap Report

## as at 5th April 2017

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Droitwich • March 2018

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# Who we are

**Air Liquide Homecare (ALHC) provides healthcare products and services that help protect vulnerable lives across the country.**

We recognise the people that we employ are key to the effectiveness and success of our business, providing a safe culture for employees and patients alike. To achieve this we believe that individuals with different cultures, perspectives and experiences are at the heart of Air Liquide Homecare values.

Here at Air Liquide Homecare we are guided by our values in everything we do, and recognise that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for our patients. We seek to develop a work environment where we treat all employees as individuals, fairly and in a consistent way, and we pride ourselves on being an equal opportunity employer.

In this report, we provide our gender pay gap information for our UK Homecare business; identify the cause of the pay gap and outline our plans to close this gap. We continue to work towards our vision of a more diverse workplace.

Total number of employees



345

% of employees by gender:



30%

70%

Senior Leadership



29%

71%

# What is a gender pay gap?

Under the UK Government's new Gender Pay Gap regulations, all UK legal entities with more than 250 employees are required, by law to submit the required data.

The gender pay gap is not the same as equal pay and does not measure this.

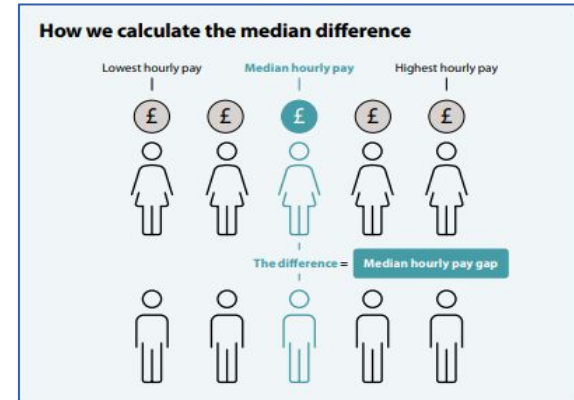
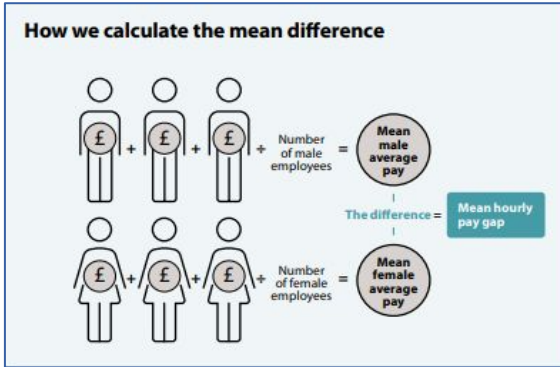
Equal pay is where an employee, whether male or female receives the same rate of pay for completing the same job.

The gender pay gap uses averages as defined by the government and does not account for any roles undertaken by employees.

## Calculating the pay gap?

The data used for this report is a snapshot of information taken at 5th April 2017. The information provided in this report is submitted for Air Liquide Homecare Ltd who at this time employed 345 people.

In this report we share the result of our gender pay gap which looks at the mean and median pay gaps between men and women's hourly pay and bonuses.

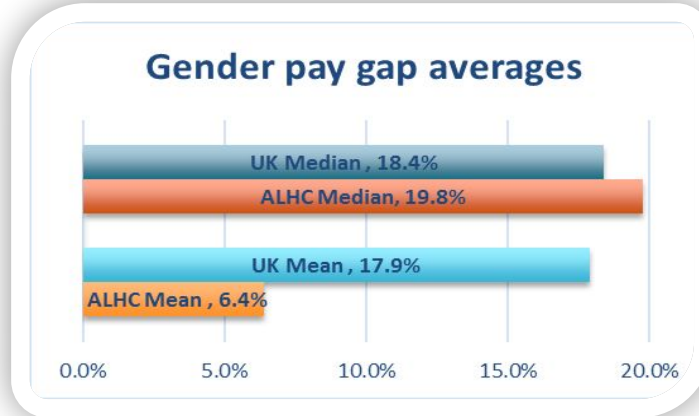


# Understanding the pay gap

Air Liquide Homecare Ltd is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation, and the length of service that the employees hold.

The median gender pay gap in ALHC **19.8%** is slightly higher than that across the UK. This is mainly because of the high number of male employees that undertake technical roles which account for almost 53% of our posts.

At **6.4%** the mean gender pay gap is significantly lower than that of the UK economy. The existing gap is to be expected due to the current higher number of men in management and technical call out roles along with their increased length of service.



The mean & median gender bonus gap for Air Liquide Homecare Ltd are **-33%** and **-64.4%**. This tells us that on average women received more.

The proportion of men at Air Liquide Homecare Ltd who received a bonus was **37.6%**, while for women it was **16.5%**

Our analysis shows that our set of figures for the gender bonus gap are heavily shaped by a group of employees whose entitlement to bonus pay deviate from the standard bonus policy, but they are protected under TUPE.

# Closing the gender pay gap



While Air Liquide Homecare Ltd's mean gender pay gap compares favourably with that of organisations across the whole UK economy, Air Liquide Homecare Ltd is not complacent about this subject, and it is committed to doing everything that it can to reduce the gap.



Air Liquide Homecare Ltd have already taken steps to promote gender diversity in its workforce, including the following:

**Flexible working policy:** Air Liquide Homecare Ltd's flexible working policy is published and available and informs everyone that the Company will consider a flexible working request regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

**Supporting parents:** we continue to support parents and regularly grant family friendly requests in line with our policies. Colleagues requiring Maternity/Adoption, Paternity or Parental leave are supported by their manager or a member of the HR team before, during and on return from maternity and other parental leave.

In the coming year, Air Liquide Homecare Ltd is also committed to:

- working towards Air Liquide group target of **50% of women in Healthcare Management & Professional** roles by 2020.
- review the potential to launch an **apprenticeship scheme** within ALHC, which according to uptake statistics should attract a more diverse pool of candidates.
- creating an evidence base: to **identify any barriers to gender equality** and inform priorities for action, in 2018 Air Liquide Homecare Ltd will introduce gender monitoring including recruitment and retention statistics.

# Statutory Disclosures

| Air Liquide Homecare Ltd                         |            |
|--|------------|
| % male/female employees                          | 70/30 %    |
| Mean gender pay gap                              | 6.40%      |
| Median gender pay gap                            | 19.80%     |
| Mean gender bonus gap                            | -33%       |
| Median gender bonus gap                          | -64.40%    |
| % male/female receiving a bonus                  | 37.6/16.5% |
| Upper quartile* (male/female%)                   | 64/36%     |
| Upper middle quartile* (male/female%)            | 89.5/10.5% |
| Lower middle quartile* (male/female%)            | 81.4/18.6% |
| Lower quartile* (male/female%)                   | 46/54%     |
| <i>*Quartiles are based on hourly pay rate £</i> |            |

## Declaration

We confirm the information and data reported is accurate as of the 5th April 2017.



**Judith Livingston**  
Managing Director



**Kirsty FitzPatrick**  
HR Manager