

Gender Pay Gap Reporting 2019

As an employer with 250+ employees, we are required by law to carry out Gender Pay Reporting, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website.

Gender Pay Reporting requires our organisation to make calculations based on employee gender.

Our organisation is fully committed to ensuring gender equality, and we are proud of our track record in this area.

The six gender pay gap measures required are:

- the difference in the mean pay of full-pay men and women = -4%
- the difference in the median pay of full-pay men and women = -38%
- the difference in mean bonus pay of men and women = 0%
- the difference in median bonus pay of men and women = 0%
- the proportion of men and women who received bonus pay = 0%
- the proportion of full-pay men and women in each of four quartile pay bands:
 - Upper Quartile = 73% female and 27% male
 - Upper Middle Quartile = 73% female and 27% male
 - Lower Middle Quartile = 89% female and 11% male
 - Lower Quartile = 88% female and 12% male

The percentages reflect the difference in female pay compared to male. A negative percentage shows that typically or overall, male employees have lower pay than female employees.

However, the negative figures reflect the fact that there are significantly more women than men employed by the organisation, particularly in relation to the role of registered nurse.

There is a predominance of women in the care home sector as a whole, and a general shortage of suitably qualified men, wishing to join the sector.

It remains a priority to attract more men, particularly in the role of nurse.

These figures were verified by the Managing Director, as being a true and accurate reflection.



Janine Morgan
Managing Director