



Gender Pay Report 2018

Healthcare Homes Group Limited

Introduction

With effect from April 2017 we, as an employer with over 250 employees, are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. In this report we will be assessing the Gender Pay Gap in our organisation through the use of six calculations which show the difference between the average earnings of men and women in our organisation.

Measuring the gender pay gap

We will be reporting the following calculations:

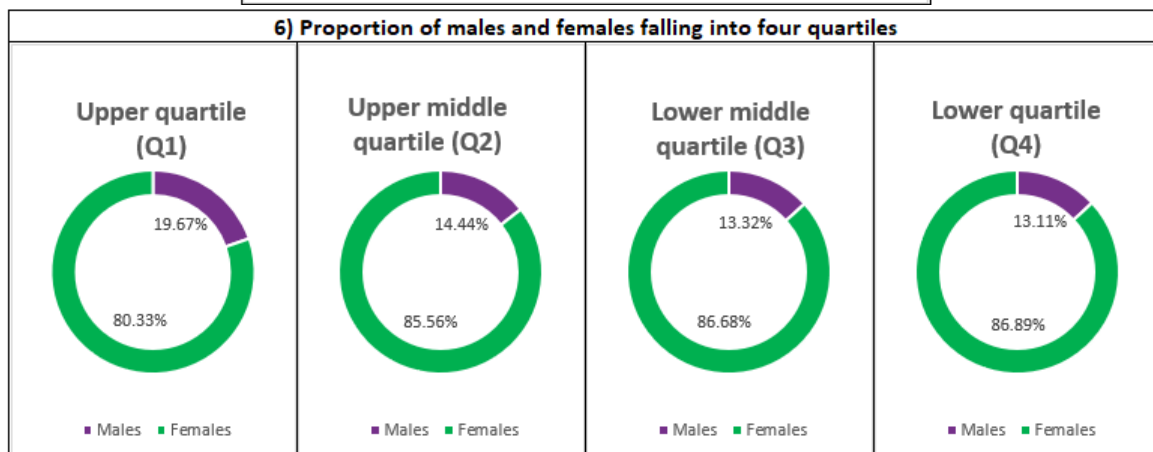
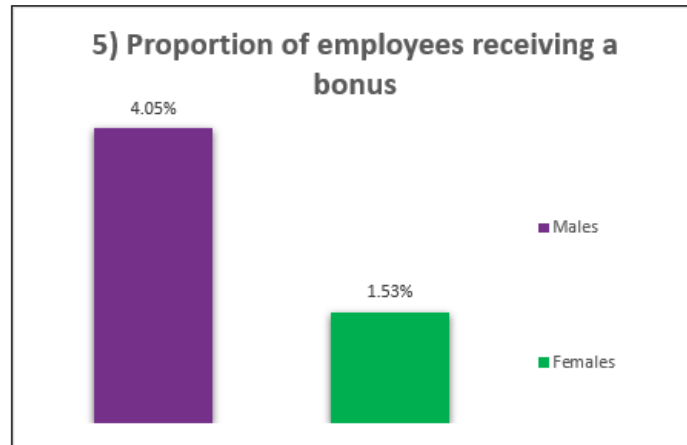
- 1) Mean Gender Pay Gap. Mean is the most common use of an 'average', taking the total hourly rates of males and females as at 5 April 2018, divided by the number of males and females.
- 2) Median Gender Pay Gap. The median male and females were assessed by ordering the categories by highest to lowest paid and choosing both the middle male and female. This method of averaging removes any high or low pay rates which may distort the mean calculation.
- 3) Mean Bonus Gender Pay Gap. This is calculated by the same method as (1), using the bonuses paid in the year ended 5 April 2018.
- 4) Median Bonus Gender Pay Gap. This is calculated by the same method as (2), using the bonuses paid in the year ended 5 April 2018.
- 5) Proportion of males and females receiving a bonus payment. For this calculation, we take the number of males or females receiving a bonus in the year ended 5 April 2018, and divide this by the total number of male or female employees, showing the result in percentage terms.
- 6) Proportion of males and females when divided into four quartiles. All of the employees of the company were ordered in a list from the highest hourly rate to the lowest. From here, the list was split into four even quarters, we then assessed the proportionate representation of males and females falling into each quarter.

The comparisons in calculations 1 – 4 are shown as a percentage of the male figure, meaning positive percentages show higher male pay, and negative percentages show lower male pay.

Results

The results of our Gender Pay Gap calculations are:

| Relevant Employees | |
|--------------------------------|---------|
| Calculation | Gap % |
| 1) Mean Gender Pay Gap | 11.35% |
| 2) Median Gender Pay Gap | 1.11% |
| 3) Mean Bonus Gender Pay Gap | -27.27% |
| 4) Median Bonus Gender Pay Gap | -79.30% |



Conclusions

- The mean Gender Pay Gap is much lower than the UK average of 17.9% (<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>).
- The reasoning for the Gender Pay Gap is due to there being a much greater proportion of females working within the care homes.
- We are unaware of any pay differences between men and women occupying equivalent roles within the same geographic location.

I confirm that the information used is accurate and that the calculations have been made appropriately in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Matt King, Group Financial Director

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Sam Dixon, HR Director