

# Gender Pay gap

REPORT 2017



WELLBURN  
CARE HOMES



## OVERVIEW

Under new legislation from April 2017 all organisations over 250 employees are required to publish their Gender Pay Gap figures via a government portal, as well as their own website. The Gender Pay Gap will examine the difference in the average male and female pay in the organisation.

### Summary as at 5th April 2017

#### Pay and Bonus Gap

	Mean	Median
Pay	19.43%	6.76%
Bonus paid	58.30%	63.48%

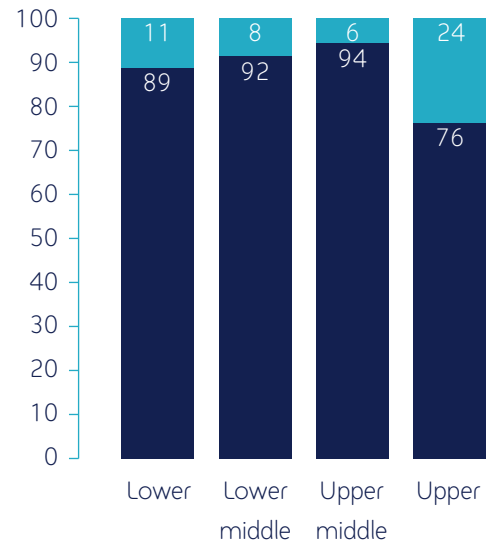
The table above shows the overall mean and median percentage pay gap based on pay at the snapshot date of 5th April 2017, as well as the mean and median difference in bonus payments between males and females, for the year ended.

#### Proportion of staff awarded a bonus payment in 2016/17

	Percentage awarded
Male	19.05%
Female	16.02%



#### Proportion of employees in each pay quartile





## WHAT ARE THE CAUSES OF WELLBURN CARE HOMES LTD'S GENDER PAY GAP?

The significant majority of employees in any pay quartile at Wellburn Care Homes Ltd are women, with substantially more women than men employed in the predominantly lower paid front-line roles. To illustrate further, at the snapshot date we employed 493 women and 68 men. This is a wider issue within the care sector and is not just restricted to Wellburn Care Homes Ltd. As the majority of men employed are in the upper pay quartiles, whereby there is a greater variety and differential of roles, this has a significant impact on the mean gender pay gap.

The 19.43% mean gender pay gap **does not**

therefore illustrate that men and women doing the same work are paid differently, but rather reflects that a bigger proportion of women are in lower paid line roles.

On review by the newly appointed Managing director, in 2016 substantial number of employees (across all quartiles) received a one - off recognitions bonus. The gender pay gap has occurred as the majority of men who received a bonus, were in the upper pay quartiles. Such a payment is unlikely to occur again in the near future, and therefore any gender pay gap present in the bonus payments, should not be a reoccurrence moving forward.

## WHAT IS WELLBURN CARE HOMES LTD DOING TO ADDRESS THE GENDER PAY GAP?

We have adopted a Job Evaluation System which allows all roles to be assessed based on their size and scope in comparison to other roles in the business. The level of pay for any size role is then externally benchmarked and paid accordingly. It is therefore the role that is paid at a certain rate irrespective of the gender of the individual in post.

We will review our recruitment and selection criteria and actively seek to promote Care giving roles to a male

audience to increase our recruitment and retention of men in these roles. This will allow us to enhance the service and allow residents greater choice in the provision of their care plan.

We confirm the figures set out above have been calculated is accurate and has been produced using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Rachel Beckett**

Executive Chairman – Wellburn Care Homes Ltd

21 March 2018



**Follow us:**

@WellburnCare

facebook.com/wellburncare

## OUR HOMES

**Wellburn Care Homes Ltd**

**Head Office**

T. 0191 229 3530

F. 0191 229 3531

Tyne View House

9 Grange Road

Newburn

Newcastle Upon Tyne

NE15 8ND

info@wellburncare.co.uk

www.wellburncare.co.uk

**Craghall**

Jesmond

0191 284 6077

**Eighton Lodge**

Gateshead

0191 410 3665

**Garden House**

Berwick Upon Tweed

01289 330 942

**Glenholme House**

Sunderland

0191 549 2594

**Grimston Court**

York

01904 489 343

**Heatherdale**

Northumberland

01670 760 796

**Nightingale Hall**

Richmond

01748 823 003

**Riverhead Hall**

Driffield

01377 253 863

**Rosevale**

York

01904 764 242

**Ryton Towers**

Gateshead

0191 413 8518

**St Catherine's**

York

01904 470 644

**St George's**

Washington

0191 419 1878

**Wellburn House**

Northumberland

01661 834 522

**Whorlton Grange**

Newcastle upon Tyne

0191 214 0120