

# Gender pay gap

Report 2018



WELLBURN  
CARE HOMES

# Overview

Under legislation from April 2017 all organisations employing 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 pay of males and females in the organisation.

Summary as at 5th April 2018

## Pay and Bonus Gap

	Mean	Median
Pay	18.61%	0.98%
Bonus paid	-72.97%	0.00%

The table above shows the overall mean and median percentage pay gap based on pay as at the snapshot date of 05 April 2018 as well as the mean and median difference in bonus payments between males and females for the year. There has been a slight reduction in mean pay gap but most notably a significant reduction in the median pay. An explanation of this is detailed in the next section. Median average is preferred as a calculation as discounts those that are outliers.

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

	Percentage awarded
Male	3.23%
Female	7.63%



## Proportion of employees in each pay quartile



## What are the causes of our gender pay gap?

It remains that the majority of employees in any pay quartile at Wellburn Care Homes Ltd are women. However, and most notably there has been a rise in the number of women in the upper middle and upper quartiles. Wellburn Care Homes Ltd continues to employ significantly more women than men in the lower paid "front line" roles which is the norm for the sector.

The main reason for the pay gap is that Wellburn Care Homes Ltd has the majority (despite being more limited in number) of its male workforce in

the upper middle to upper quartiles. The majority of the female workforce are in the lower paid roles. As these roles are shift based, they offer the most flexibility and therefore tend to attract female applicants.

It must be stressed that the mean gender pay gap of 18.61% does not illustrate that men and women undertaking the same work are paid differently but rather continues, although at a lesser rate than the previous year, that the bigger proportion of women are employed in the lower paid roles.

## What are we doing to address the gap?

Wellburn Care Homes Ltd continue to adopt 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. This means that a level of pay is assigned for a particular role rate irrespective of the gender of the individual in post.

Pay rates are continuously benchmarked against other providers in the sector and it is believed we pay comparably, if not, higher than competitors in the region for most roles thereby increasing the hourly rates for those lower paid roles which are predominantly female. This continuous benchmarking should again have a positive impact on the gender pay gap figures in future years.

Wellburn Care Homes Ltd have in the year 2018/19 designed recruitment campaigns to encourage candidates, but specifically males in to care related

roles but with limited success.

It is the intention of Wellburn Care Homes Ltd to train all recruiting managers further on unconscious bias to further ensure that bias, discrimination or prejudice against any groups is mitigated in the recruitment and selection process.

It is actively encouraged that all staff have a relevant NVQ for the role they are undertaking and the organisation actively encourages developing internal candidates. As the majority of staff are women this means that there is a significantly higher level of internal female talent than men able to move into key roles. This has been demonstrated recently with a number of female internal candidates being able to move in to key management positions either on a secondment or permanent basis which should impact the figures accordingly in next year's report.



**Rachel Beckett**

Chairman – Wellburn Care Homes Ltd

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# Our homes

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