



Gender pay gap

Report 2022

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 examines the difference in the average pay of males and females in the organisation.

Summary as at 5th April 2022

Pay and Bonus Gap

	Mean	Median
Pay	14.65%	-0.89%
Bonus paid	27.19%	0%

The table above shows the overall mean and median percentage pay gap based on pay as at the snapshot date of 05 April 2022 as well as the mean and median difference in bonus payments between males and females for the year.

There has been a decrease in the mean pay gap from the previous year as there are less males in senior roles within our care homes as well as amongst senior management. Most staff in these roles continue to be female. Median pay continues to be comparable as the previous year.

The mean bonus paid is considerably different to the previous year (-67.26%). In previous years there have been a variety of bonuses paid (e.g refer a friend, Golden Hello) to staff working in the care homes which are predominantly female. This year Wellburn Care paid a £500 retention bonus to all care home staff in post, split between January 2022 and April 2022 in recognition of the difficult period Wellburn

Care and the sector experienced considering COVID. Higher bonuses were paid to more senior staff in which most males in the organisation are employed. Higher bonuses were however paid evenly to male and female staff alike however as more females are employed in the lower paid roles and receive the standard £500 loyalty bonus this has skewed the median.

Proportion of staff awarded a bonus payment in 2019/20

	Percentage awarded
Male	53.40%
Female	67.29%



Proportion of employees in each pay quartile



What are the causes of our gender pay gap?

It continues that most employees in any pay quartile at Wellburn Care Homes Ltd are women. This is indicative of the sector. Women make up the majority of staff in care related, domestic and support roles. Wellburn Care Homes Ltd continues to employ significantly more women than men in the lower paid care related and support roles which is the norm for the sector.

The main reason for the pay gap is that Wellburn Care has the majority (despite being more limited in number) of its male workforce in the upper middle to upper quartiles.

This is being offset by more female employees being promoted into Management positions internally and therefore into the upper middle to upper quartiles. For example, the percentage of females in the upper quartile increased from 83% to 89% (with rounding).

Of the key role of Care Home Manager, Wellburn Care have 14 positions filled or being appointed to, with 13 of those being female.

The mean gender pay gap has decreased due to the appointment and promotion of females into senior care home based roles and Operational Management roles.

Despite being better than the previous year it must be stressed that the mean gender pay gap of 14.65% does not illustrate that men and women undertaking the same work are paid differently but rather that the larger proportion of women are employed in the lower paid roles.

Office of National Statistics (ONS) ONS uses median rather than mean when reporting on national figures as this is not affected by extreme values/ outliers. The median pay gap for the UK economy (according to the October 2022 ONS ASHE figures) is 14.9%. Wellburn Care median pay gap of -0.89% is therefore considerably better than average.



What are we doing to address the gap?

Wellburn Care continues to ensure all practices are not bias towards any gender.

- We ensure that we recruit and promote all staff based on ability and not upon gender. We have developed a set of core values that will reflect the way all staff will work and provide a service to the residents. These values will be further incorporated into the recruitment and selection process to ensure we continue with values based recruitment.
- Pay rates are continuously benchmarked against other providers in the sector and other local employers and it is believed that we pay higher than most competitors in the region for most roles; thereby increasing the hourly rates for those lower paid roles which are predominantly female.
- We continue to adopt our Job Evaluation System which allows all roles to be assessed based on their size and scope in comparison to other roles in the business and not against the gender of the individual performing that role. The level of pay for any size role is then externally benchmarked and paid accordingly by role irrespective of gender.
- We continue to encourage and provide opportunity for both formal and informal development and continue to actively promote from within. As the majority of lower paid roles are female this means we continue to develop these staff in to more senior roles.

Moving forward to further address any pay gap;

- We have commissioned an independent Environmental, Social and Governance review which includes reviewing our Equality, Diversity, and Inclusion (ED&I) practices. Whilst an Equality & Diversity policy is in place this has encouraged us to further develop our inclusion practices for all staff.
- We have introduced an Applicant Tracking System and a dedicated recruitment resource which will allow us to monitor diversity data through the recruitment cycle and examine any barriers individual groups may face.
- As part of our ongoing recruitment campaigns, we have developed video staff testimonials to highlight the rewarding benefits of working in care and have specifically included male colleagues to attract more males in to care based roles and highlight gender mix.
- We are incorporating relevant training on E,D&I on our Learning & Development platform for all staff.
- We are due to launch our "Employee Voice forum" to allow all colleagues to shape our future practices.

To conclude, whilst we are aware that we employ more females than males in lower paid roles We are confident that we offer the exact same roles to both females and males but will continue to strive to attract more male care related staff.



Rachel Beckett

Executive Chairman, Wellburn Care Homes

5th April 2022



Our homes

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