



# Gender pay gap

Report 2023

# 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 05 April 2023

## Pay and Bonus Gap

	Mean	Median
Pay	14.49%	-0.39%
Bonus paid	-2.45%	0%

The table above shows the overall mean and median percentage pay gap based on pay as at the snapshot date of 05 April 2023 as well as the mean and median difference in bonus payments between males and females for the year. The hourly pay mean average is weighted towards male employees as per previous years however the gap continues to reduce.. The mean bonus paid is considerably different to the previous year (27.19%). This year Mean average bonus is broadly similar for both male and female staff with only a slight variance which shows female staff receiving slightly more.

## Proportion of staff awarded a bonus payment in 2022/23

	Percentage awarded
Male	27.78%
Female	25.88%



## Proportion of employees in each pay quartile



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

As is indicative of the sector most employees in any pay quartile at Wellburn Care Homes Ltd are women. Women make up the vast 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. More recently through both formal and informal development we have seen more female employees being promoted into Management positions internally and therefore into the upper middle to upper quartiles which should impact on the data in future years reporting. This will hopefully continue to be the trend with the launch of our "Career Pathway" succession planning and talent management programme in 2024.

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.

An improvement in the mean gender pay gap to 14.49% 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. We have a Job Evaluation Scheme to ensure that roles are given a weighting and anyone in a role regardless of sex will be paid the same rate of pay.

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 2023 ONS ASHE figures) is 14.3% with Wellburn Care median pay gap of -0.39% 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 are incorporated into the recruitment and selection process to ensure we continue with values-based recruitment.
- We have launched our Employee Voice Forum with a cross section of staff with each care home being represented. We seek continuous feedback on any perceived disparity, and this is reported to our Executive whereby any necessary action can be addressed.
- 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 commissioned an independent Environmental, Social and Governance review which included reviewing our Equality, Diversity, and Inclusion (ED&I) practices. Whilst an Equality & Diversity policy was already in place this encouraged us to further develop our inclusion practices for all staff and launch an ED&I strategy.
- We have incorporated relevant training on ED&I on our Learning & Development platform for all staff.

## Moving forward to further address any pay gap.

- We are reviewing how we best collate employee data with the intention of using this to be better inform of any disparity.
- We are launching our 5 year strategy with a major part being our People agenda. We are developing new ways to continuously seek feedback from staff on what it is like to work for Wellburn as a wider organisation but also more locally at a care home level so we can act on feedback down to a granular level.
- As part of the above strategy, we strive to be an employer of choice and continue to update our Employee Value Proposition based on feedback from staff. We have a strong focus on Equality and Diversity, Inclusivity and Employee wellbeing.
- We are to launch our "Career Pathway" succession planning and talent management programme that further strengthens both formal and informal development of staff so that we have a constant stream of talent being promoted and available to fill skills gaps as and when required thereby also further increasing employee engagement.

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  
27th March 2023



# Our homes

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