



Gender pay gap

Report 2021

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 2021

Pay and Bonus Gap

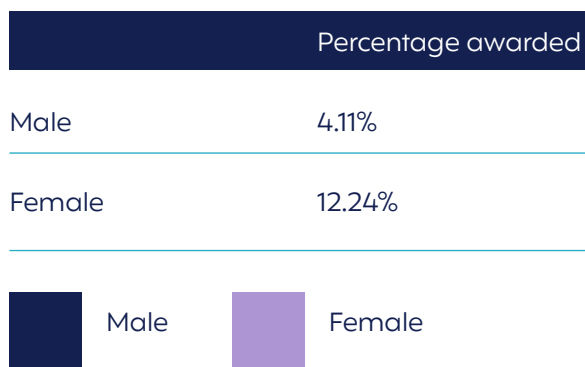
	Mean	Median
Pay	19.27%	-0.85%
Bonus paid	-67.26%	-53.75%

The table above shows the overall mean and median percentage pay gap based on pay as at the snapshot date of 05 April 2021 as well as the mean and median difference in bonus payments between males and females for the year.

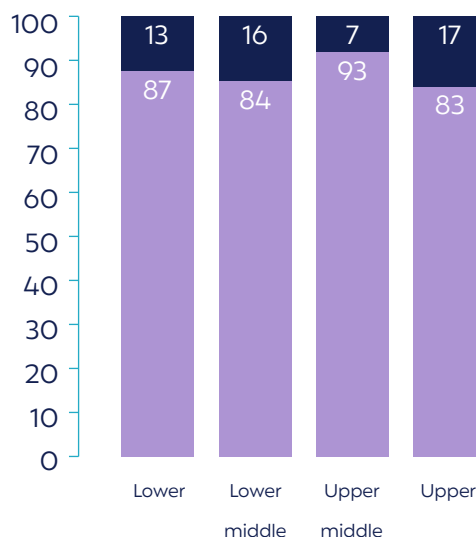
There has been a slight increase in the mean pay gap from the previous year due to the appointment of a small number of males in Senior Operational roles. It must be stressed however that the majority of staff in these roles are female. There has however been a downturn in the median pay gap. Further explanation is detailed in the next section.

The mean bonus paid shows that the bonuses paid to male staff in that particular year were 67.26 lower than that of female.

Proportion of staff awarded a bonus payment in 2019/20



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 Homes Ltd has the majority (despite being more limited in number) of its male workforce in the upper middle to upper quartiles. However, this is being offset by more female employees being promoted into Management positions and therefore into the upper middle to upper quartiles.

For example, the percentage of females in the upper middle quartile increased from 83% to 93%. Of the key role of Care Home Manager we have 14 positions filled or being appointed to, with 13 of those being female. There are more women in all Leadership roles within the organisation.

The mean gender pay gap has increased slightly due to the appointment of a limited number of males in Operational Management roles and the continued employment of a male Senior Manager in an ad hoc advisory capacity.

It must be stressed that the mean gender pay gap of 19.27% 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.



What are we doing to address the gap?

Wellburn Care ensure that we recruit and promote all staff based on ability and not upon gender. We are introducing our Career Pathway programme to give a more structured career development pathway for our workforce. As most female staff are in the lower paid roles this will have a direct impact on those developing into higher paid roles. This is already demonstrated with several female internal candidates moving into key management positions however will be built up on by the introduction of the Career Pathway programme allowing a talent pipeline.

In addition, pay rates are continuously benchmarked against other providers in the sector and other local employers and it is believed that we pay higher than the majority of competitors in the region for most roles; thereby increasing the hourly rates for those lower paid roles which are predominantly female. This continuous benchmarking will have a positive impact on the gender pay gap figures in future years.

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

We continue to ensure our recruitment adverts contain gender neutral, unbiased language to appeal to as wide a range of candidates as possible.

With the introduction of an Applicant Tracking System we will continue to monitor diversity data through the recruitment cycle and examine any barriers individual groups may face.

As part of our recruitment web page we have a "Working for Wellburn" page. A key feature of this page is the production of a video with a diverse range of staff discussing what it is like to work for Wellburn. We will build on this with People Stories of staff from different backgrounds to promote care roles to a range of underrepresented roles, including men.

Whilst we are aware that we employ more females than males in lower paid roles we continue to ensure that we offer all care related, domestic and support roles to males. 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

Chairperson - Wellburn Care Homes Ltd
5th April 2022



Our homes

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