



SOUTH COAST NURSING HOMES LTD

"We recognise every person is unique"



ANNUAL GENDER PAY GAP REPORT for the snapshot date of 24 March 2019.

At South Coast Nursing Homes we strive to create a diverse and gender balanced workforce.

We have a small Gender Pay Gap in comparison to the national average.

Under new and recent laws employers in the UK with 250 or more employees are now required to report Gender Pay Gap information. Our Gender Pay Gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting legislation.

The Gender Pay Gap looks at the difference in average earnings received by male and female employees, irrespective of their role or seniority. It is therefore distinct from equal pay which compares men and women carrying out equivalent work.

South Coast Nursing Homes does not discriminate on the grounds of gender and complies with the Equality Act. The significant majority of our workforce is female. This profile reflects the nature of the care sector.

At South Coast Nursing Homes we are confident that men and women are paid equally for doing the same job. However, the greater proportion of men compared with women in our more senior single positions has created a Gender Pay Gap.

We are proud to state that every employee in our workforce is on a minimum of the current government Living Wage. This Gender pay Gap report is based on data as at 1 April 2018. There is no bonus pay system at South Coast Nursing Homes and therefore no Bonus Pay Gap.

The mean pay gap is the difference between average hourly pay of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly pay of men and women.



	MEAN	MEDIAN
Gender Pay Gap	9.00%	-0.10%

The reasons for our Mean pay gap at South Coast Nursing Homes are that there are more women than men in our workforce and that the more senior leadership roles are held by men. The median pay gap of 0% supports this conclusion.

The proportion of males/females in each quartile is as follows:

	MALE NUMBER	MEAN	MEDIAN	FEMALE NUMBER	MEAN	MEDIAN
Whole Organisation	84	£10.81	£9.26	392	£10.98	£9.26
Upper Quartile	20	£15.36	£15.60	98	£16.54	£15.89
Upper Middle Quartile	23	£10.27	£11.00	98	£9.56	£9.26
Lower Middle Quartile	20	£9.26	£9.26	99	£9.24	£9.26
Lower Quartile	21	£8.34	£8.69	97	£8.58	£8.69