



ANNUAL GENDER PAY GAP REPORT

This is our annual gender pay gap report for the snapshot date of 5 April 2021.

At this date, South Coast Nursing Homes employed 513 people (82.3% women and 17.7% men)

- Our mean gender pay gap is 3.7%.
- Our median gender pay gap is 0%.
- There is no bonus pay system at South Coast Nursing Homes and therefore no Bonus Pay Gap.

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 some more senior leadership roles are held by men. The median pay gap of 0% supports this conclusion.

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	21.9%	78.1%	All employees whose standard hourly rate is within the lower quartile
B	14%	86%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	12.5%	87.5%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	22.7%	77.3%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group. The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits;
- evaluate job roles and pay grades to ensure fairness.

The significant majority of our workforce is female. This profile reflects the nature of the care sector.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, women are more likely than men to be in front-line roles at the lower end of the organisation. Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to have a family. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 78% of the employees in band A are women and 22% men.



How does our gender pay gap compare with that of others?

Most organisations have a gender pay gap, and we are pleased to say that ours is very similar or better than others, including those within our industry.

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.9%. At 3.7%, our mean gender pay gap is a lot lower.

The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 7.9%. At 0%, our median gender pay gap is a lot lower than the whole economy.

Table 2: Comparison with the whole economy

	Our organisation	2020 ONS ASHE whole economy
Mean gender pay gap	3.68%	11.9%
Median gender pay gap	0%	7.9%

I, Sarah Hazell, Managing Director, confirm that the information in this statement is accurate.