

Highgate Care Services Limited - Gender Pay Gap Report 2025

This is Highgate Care Services Limited's ninth gender pay report. The main business remains the provision of nursing and residential care with centralised management, maintenance and administration functions.

Highgate Care Services Limited's overall workforce is 81.69% female and 18.31% male for the reporting period which is a 3.88% increase in male staff since the last report, and continues a trend of increasing numbers of male staff over recent years; even so the company's workforce remains female dominated, as is the case in the sector as a whole.

The percentage of female staff in the upper quartile of earnings relative to male staff has reduced this year due to the increase in male staff; however the proportion of females in the upper and upper middle quartiles as a proportion of all female staff (51%) is higher than male staff (47%).

We are confident that both male and female employees are remunerated equally for doing the same job within the organisation as pay rates are based on job type.

The Figures

Due to the relatively small number of employees and the high ratio of female to male employees

The mean difference between male and female pay is 3.55% with female staff being the higher earners. This is an increase from the previous year's difference which was 1.57% with female staff being the higher earners.

The median difference between male and female employees pay is 0% (i.e. the male & female median pay is the same). This is the same as last year although rates have increased.

Proportion of males to females in quartiles

	Male					Female				
	2025	2024	2023	2022	2021	2025	2024	2023	2022	2021
Lower	18.75%	13.42%	12.33%	9.85%	13.57%	81.25%	86.58%	87.67%	90.15%	86.43%
Lower Mid	20.69%	14.09%	18.49%	13.64%	15.66%	79.31%	85.91%	81.51%	86.36%	84.34%
Upper Mid	15.86%	16.78%	15.07%	13.64%	12.12%	84.14%	83.22%	84.93%	86.36%	87.88%
Upper	17.93%	13.42%	12.41%	13.64%	13.64%	82.07%	86.58%	87.59%	86.36%	86.36%

Highgate Care Services Limited made bonus payments in 2021; the first time was in 2019

	Male					Female				
	2025	2024	2023	2022	2021	2025	2024	2023	2022	2021
Bonus Paid	0.00%	0.00%	0.00%	0.00%	1.69%	1.48%	0.93%	0.47%	1.58%	2.14%

The mean difference between male and female bonuses is 100% with female staff being the higher earners. This is the same as 2024.

The median between male and female employees' bonuses was 100% with female staff being the higher earners. This was the same in 2024.

It should be noted that due to the small sample size the bonus calculations are easily distorted by outlying data. Changes to the bonus scheme in 2020 offered a broader group of staff the opportunity to receive small bonus payments, however these bonus payments are predominantly achieved by female staff, disproportionately reducing the average calculations. During the 2025 review period there were no bonus payments made to male staff.

The care home sector predominantly employs a female workforce. Highgate Care Services Limited is no exception to this although it must be pointed out that it is the ability to perform the job that is the main employment criteria.

This statement confirms that the information provided is accurate at the time of publishing.

R. Hoggart

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Director

