

Highgate Care Services (Yorkshire) Limited - Gender Pay Gap Report 2025

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

Highgate Care Services (Yorkshire) Limited's overall workforce is 80.62% female and 19.38% male for the reporting period which is a 5.42% increase in male staff since the last report, this follows a 1.51% increase last year. This represents an increase in male staff numbers of 26 in April 2025 from April 2024.

The female contingent within the upper quartile of employees has increased by 3 in 2025, however the number of male employees within the upper quartile has increased by 8 compared to April 2024, meaning that proportion of females in the upper quartile relative to males has fallen, and continues to be below the overall gender split.

Given the relatively small numbers and over representation of female staff in this sector, small differences in pay rates can have a disproportionate impact. In this instance, a higher representation of male staff within a nursing service, combined with regional pay differences, have led to a significant change in the upper quartile split. As pay rates are based on job type, we remain confident that both male and female employees are remunerated equally for doing the same job within the organisation.

The Figures

Due to the relatively small number of employees Highgate Care Services (Yorkshire) Limited is at a level where the number of employees is only just over the threshold for disclosure) and the high ratio of female to male employees relatively small changes in the male / female staff mix leads to volatility in the figures.

The mean difference between male and female pay is 2.65% with male staff being the higher earners. This is an increase from the previous year's difference which was -1.86% with females being the higher earners.

The median difference between male and female employees pay is 6.03% with male staff being the higher earners. This is an increase of 1.13% on the prior year where the difference was 4.9% with male staff being the higher earners.

Proportion of males to females in quartiles

	Male					Female				
	2025	2024	2023	2022	2021	2025	2024	2023	2022	2021
Lower	6.94%	3.33%	14.04%	4.08%	5.00%	93.06%	96.67%	85.96%	95.92%	95.00%
Lower Mid	11.11%	6.45%	5.36%	14.58%	8.86%	88.89%	93.55%	94.64%	85.42%	91.14%
Upper Mid	27.40%	16.13%	7.14%	12.50%	16.46%	72.60%	83.87%	92.86%	87.50%	83.54%
Upper	31.94%	24.59%	23.21%	27.08%	17.72%	68.06%	75.41%	76.79%	72.92%	82.28%

Highgate Care Services (Yorkshire) Limited made bonus payments in 2025; the first time was in 2019

	Male					Female				
	2025	2024	2023	2022	2021	2025	2024	2023	2022	2021
Bonus Paid	5.36%	1.92%	5.26%	5.71%	2.94%	3.86%	1.76%	3.90%	4.00%	2.05%

The mean difference between male and female bonuses is 8.56% with male staff being the higher earners. This is a change on the prior year where the difference was 55.22% with male staff being the higher earners.

The median difference between male and female employees' bonuses was 157.08% with female staff being the higher earners, a change on the prior year difference of 65.35% with male staff being the higher earners.

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.

The care home sector predominantly employs a female workforce. Highgate Care Services (Yorkshire) 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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