

Highgate Care Services Limited - Gender Pay Gap Report 2022

This is Highgate Care Services Limited's sixth 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 87% female and 13% male for the reporting period which is a 1% decrease in male staff since the last report. The overall gender split remains consistent with previous years and in line with the care sector's industry norm.

After showing steady increases since 2018 the female upper quartile percentage has remained steady in 2022. The Female lower quartile percentage has increased in 2022 but all are broadly in line with the overall percentage.

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 relatively small changes in the male / female staff mix leads to volatility in the figures. It should be noted that higher than usual levels of short term absence during the April 2022 snapshot period meant more employees were excluded when preparing the "full pay relevant employees" list than had been the case in previous years therefore amplifying any changes in the employee gender mix.

The mean difference between male and female pay is 0.27% with male staff being the higher earners. This is an increase from the previous year's difference which was 0.97% with female staff being the higher earners.

The median difference between male and female employees pay is 0.88% with male staff being the higher earners. This is an increase on the prior year where the difference was 0.55% with female staff being the higher earners.

Proportion of males to females in quartiles

	Male						Female					
	2022	2021	2020	2019	2018	2017	2022	2021	2020	2019	2018	2017
Lower	9.85%	13.57%	11.97%	14.41%	14.61%	12.92%	90.15%	86.43%	88.03%	85.59%	85.39%	87.08%
Lower Mid	13.64%	15.66%	13.68%	12.67%	12.84%	13.40%	86.36%	84.34%	86.32%	87.33%	87.16%	86.60%
Upper Mid	13.64%	12.12%	11.97%	14.41%	13.24%	13.46%	86.36%	87.88%	88.03%	85.59%	86.76%	86.54%
Upper	13.64%	13.64%	15.02%	16.74%	20.18%	19.14%	86.36%	86.36%	84.98%	83.26%	79.82%	80.86%

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

	Male						Female					
	2022	2021	2020	2019	2018	2017	2022	2021	2020	2019	2018	2017
Bonus Paid	0.00%	1.69%	1.63%	0.00%	0.00%	0.00%	1.58%	2.14%	2.09%	1.06%	0.00%	0.00%

The mean difference between male and female bonuses is 100% with female staff being the higher earners. This is a change on the prior year where the difference was 44.81% with male staff being the slightly higher earners.

The median between male and female employees' bonuses was 100% with female staff being the higher earners, a change on the prior year difference of 64.16% 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, however these bonus payments are predominantly achieved by female staff, disproportionately reducing the average calculations. During the 2022 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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