

Rosedale Care Services (Yorkshire) Limited - Gender Pay Gap Report 2023



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

Rosedale Care Services (Yorkshire) Limited's overall workforce is 87.56% female and 12.44% male for the reporting period which is a 2.06% decrease in male staff since the last report, this follows a 2.52% increase last year. Although the percentage has changed, the number of male staff in April 2023 is the same as April 2022. The overall percentage split remains in line with the care sector's industry norm.

The female contingent within the upper quartile of employees has increased in 2023 following a reduction in 2022 but continues to be below the overall gender split. The number of male employees within the upper quartile as a percentage has reduced, however the number of male employees in the quartile has remained the same.

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 (Rosedale 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. 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 1.31% with male staff being the higher earners. This is a reduction from the previous year's difference which was 9.83% with males being the higher earners.

The median difference between male and female employees pay is 4.89% with male staff being the higher earners. This is an increase on the prior year where the difference was 3.49% with male staff being the higher earners.

Proportion of males to females in quartiles

	Male					Female				
	2023	2022	2021	2020	2019	2023	2022	2021	2020	2019
Lower	14.04%	4.08%	5.00%	5.13%	8.14%	85.96%	95.92%	95.00%	94.87%	91.86%
Lower Mid	5.36%	14.58%	8.86%	6.14%	8.24%	94.64%	85.42%	91.14%	93.59%	91.76%
Upper Mid	7.14%	12.50%	16.46%	14.10%	12.79%	92.86%	87.50%	83.54%	85.90%	87.21%
Upper	23.21%	27.08%	17.72%	26.58%	17.65%	76.79%	72.92%	82.28%	73.42%	82.35%

Rosedale Care Services (Yorkshire) Limited made bonus payments in 2023; the first time was in 2019

	Male					Female				
	2023	2022	2021	2020	2019	2023	2022	2021	2020	2019
Bonus Paid	5.26%	5.71%	2.94%	2.44%	0.00%	3.90%	4.00%	2.05%	0.37%	0.33%

The mean difference between male and female bonuses is 38.5% with male staff being the higher earners. This is a change on the prior year where the difference was 198.14% with female staff being the higher earners.

The median difference between male and female employees' bonuses was 61.95% with male staff being the higher earners, a change on the prior year difference of 49.34% with female 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 affecting the average calculations.

The care home sector predominantly employs a female workforce. Rosedale 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

Richard Hoggart
Director

