



**Elizabeth Finn Homes Limited (EFHL) is required by law to publish an annual gender pay gap report.**

This is its report for the snapshot date of the 5<sup>th</sup> April 2018:

- The Mean gender pay gap is 7.13%
- The Median gender pay gap is 4.80%
- The Mean gender bonus gap is 40.30%
- The Median gender bonus gap is 16.67%
- The proportion of male employees receiving a bonus is 18.97%
- The proportion of female employees receiving a bonus is 11.69%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Pay Quartiles by Gender**

Band	Males	Females
Upper Quartile	17.49%	82.51%
Upper Middle Quartile	17.49%	82.51%
Lower Middle Quartile	12.02%	87.98%
Lower Quartile	16.39%	83.60%

**What are the underlying causes of EFHL's gender pay gap?**

Under the law, men and women must receive equal pay for:

- The same or broadly similar work;
- Work related as equivalent under a job evaluation scheme; or
- Work of equal value.

EFHL is committed to the principle of 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. It has a clear policy on paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

EFHL is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Unlike the UK economy as a whole, where men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation, in care home operations such as EFHL women feature more prominently across the workforce including the senior positions. As with the UK economy as a whole, women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. 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.

This pattern from the UK economy of more women than men in part-time employment is reflected in the make-up of EFHL's workforce, where the majority of front-line Carer's, Housekeeping and Catering Assistant roles are undertaken by women, whilst there are more men working in line management roles of Nurses, Maintenance, Chef and Catering management, there is still a predominance of Women in these roles too in EFHL.

This can be seen above in the table depicting pay quartiles by gender. This shows EFHL's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Elizabeth Finn Homes women make up the majority in each band, reflecting the significant number of women employed in the care sector.

### **How does EFHL's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that EFHL's compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17%, while in the Residential Care Activities for the Elderly and Disabled is 13.8%. At 7.13%, Elizabeth Finn Homes mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%, while in Residential Care Activities for the Elderly and Disabled sector it is 6.7%. At 4.8% Elizabeth Finn Homes median gender pay gap is significantly lower than for the whole economy and also low for the sector.

The mean gender bonus gap and the median gender bonus gap for Elizabeth Finn Homes show a mean gap of 40.30% and a median gap of 16.67%, the median is unchanged from the previous year, however the mean has increased significantly, this is indicative of the small number of roles with bonus eligibility at the higher value end and therefore a few changes to personnel from one gender to another in these roles has a significant impact on the mean percentage. 16.3% of males received a bonus against 11.13% of women, this reflects the larger number of women working in more junior posts and not eligible for bonuses and a higher proportion of men working in roles that, under our current policy, attract a performance bonus.

### **What is EFHL doing to address its gender pay gap?**

While EFHL's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the care home sector, this is not a subject about which Elizabeth Finn Homes is complacent, and it is committed to doing everything that it can to reduce the gap. However, Elizabeth Finn Homes also recognises that its scope to act is limited as it has no direct control over the numbers of women or men choosing to work in the care home sector. However, we continue to promote working with Elizabeth Finn Homes as a genuine career opportunity where all employees are supported to achieve their full potential working within a quality environment.

Elizabeth Finn Homes is committed to reporting on an annual basis on its gender pay gap and the progress that it is making on reducing it.

I, Nyree Kidd , Chief Operating Officer confirm that the information in this statement is accurate.

Signed: 