



ELIZABETH FINN HOMES LIMITED

GENDER PAY GAP REPORTING

PRESENTED TO THE BOARD MEETING 18th FEBRUARY 2022

Introduction

This report will be published on or before the 5th April 2022 as required by statute, on both the company website and uploaded to the government website.

The Report

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 5th April 2021:

- The mean gender pay gap is 11.84%
- The median gender pay gap is 1.93%
- The mean gender bonus gap is -12.32%
- The median gender bonus gap is 0.00%
- The proportion of male employees receiving a bonus is 86.78%
- The proportion of female employees receiving a bonus is 84.55%

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	23.76%	76.24%
Upper Middle Quartile	11.60%	88.40%
Lower Middle Quartile	13.33%	86.67%
Lower Quartile	18.23%	81.77%

In the collation of this report we recognize that Government data estimates for 2020 and 2021 are subject to more uncertainty than usual as a result of the challenges faced in collecting the data under government-imposed public health restrictions in 2020 and falling response rates since the start of the pandemic.

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;
- is implementing the Real Wage in 2021 equally for men and women across the business;
- implements a fair bonus process regardless of gender across its Home and Senior Management team.
- 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 organization 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, 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 career breaks from work that may have affected their employment, 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 Care staff, Housekeeping staff and Catering Assistant roles are undertaken by women in part time positions. 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. The percentage of women in the upper, upper middle and lower quartiles has also increased from 2020.

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.

Among all employees the gender pay gap in October for the whole economy according to ASHE was 15.4%, which is up from 14.9% in 2020. New data from the Office for National Statistics (ONS) has indicated, with the rise partially attributed to the disproportionately high number of women who were furloughed. This figure is still down though from 17.4% in 2019. While in the Residential Care Activities for the Elderly in 2020 is according to the Government publication for Health and Social care (DHSC) 11.5%. At 11.84% Elizabeth Finn Homes mean gender pay gap is has reduced slightly this year. It is still lower than both that for the whole economy and is reflective of our sector.

The median gender pay gap for in Residential Care Activities for the Elderly and Disabled sector it is 6.9% (DHSC). At 1.93% 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 -12.32% and a median gap of 0%. The mean gender bonus gap has decreased significantly, this is indicative of the Covid bonus received for all staff.

86.78% of males received a bonus against 84.55% of women, which shows an increase in the proportion of women receiving a 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. It is committed to doing everything that it can to reduce the gap. However, Elizabeth Finn Homes also recognizes 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 an inclusive and supportive 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.

- Since last year's report at Elizabeth Finn Homes we have set ourselves various challenging targets that we have aspired to achieve to promote an improved representation of gender and ethnicity in our Care Homes and Senior Teams. These targets are set to be achieved over the next one to three years.

- We are committed to the delivery of these goals, which will include a wider cultural focus on equality, diversity and inclusion. This year we have introduced a specific Equality, Diversity and Inclusion Policy, which we embed into the fabric of the business.

Recruitment

- Last year we also introduced a variety of standardized interview documents and templates and introduced a wider two-tier recruitment process for hiring those in senior management positions. We also upskilled our senior management team with external unconscious bias training. Since 2020 we have seen an increase in the number of women internally promoted into senior roles. We are also introducing a more robust succession planning strategy into the business to provide a more methodical and structured approach to the internal development of our people whose career paths we will monitor.

We too continually review the way in how we describe and advertise our vacancies and attract our candidates to ensure we position all our adverts in a gender neutral way.

Culture

We will also be continuing in 2022 with the wider role out of My Home Life, which is focused on promoting Human Rights, Equality and Diversity in the workplace. The principle of Freedom, Respect, Equality, Diversity and Autonomy (FREDA) will be adopted across all of our Homes and with our Senior Management team and Directors.

This report has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

I, David Abas , Human Resource Director confirm that the information in this statement is accurate.

Signed:.....

Date:.....