



ELIZABETH FINN HOMES LIMITED

GENDER PAY GAP REPORTING

PRESENTED TO THE BOARD MEETING MARCH 2023

Introduction

The Equalities Act 2010 (gender pay gap information Regulation 2017) requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Our report includes a review of 628 staff with 521 females and 107 males. This report will be published on or before the 5th April 2023, as required by statute, on the company website and uploaded to the government website.

The Report

This is the required report for Elizabeth Finn Homes Limited (EFHL) report for the snapshot date of 5th April 2022:

- The mean gender pay gap is 16.67%
- The median gender pay gap is 6.96%
- The mean gender bonus gap is 55.65%
- The median gender bonus gap is 25.36%
- The proportion of male employees receiving a bonus is 46.73%
- The proportion of female employees receiving a bonus is 53.55%

The figures set out in the above have been calculated using the standard methodologies used in the Equality Act 2010.

Pay Quartiles by Gender

Band	Males	Females
Upper Quartile	28.03%	71.97%
Upper Middle Quartile	10.83%	89.17%
Lower Middle Quartile	14.01%	85.99%
Lower Quartile	15.23%	84.71%

In the collation of this report we recognise, as highlighted in the HMRC November 2022 Report, that workforce distribution drives gender pay gaps. It is also recognised that there are differences in gender pay gaps caused by working commitments, and that the majority of part time workers are female.

Our report shows how a higher proportion of females in all the quartiles. However, the percentage of males in the upper quartile increases slightly. Despite the majority being female in the upper

quartile, the slight increase in males in this quartile could be what is driving the overall gender pay gap.

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

Under the law, males and females must receive equal pay for:

The same or broadly similar work
Work related as equivalent under a job evaluation scheme
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;
- has implemented the Real Living Wage in 2022 equally for males and females across the business;
- reviews its Remuneration Policy every three years;
- implements a fair bonus process regardless of gender across its homes, Senior Management Team and Executives;
- applies the same periodic increases based on market forces equally across role types;
- ensures a robust and transparent interview process for all roles;
- Internally, and externally where required, evaluates all job roles and pay grades as necessary to ensure a fair structure.

EFHL is confident that its gender pay gap does not stem from paying males and females differently for the same or equivalent work. The data included in this report shows that a significant percentage of our workforce is female (80%), which is representative of the care sector as a whole.

The mean calculations are affected by the differential of a high percentage of female staff across the organisation and having most senior positions filled by males. The median gender pay gap is not distorted by high or low pay and at 6.96%, is lower than the UK average of 10.2%.

This pattern from the UK economy of more females than males 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 females in part time positions. Whilst there an increase in the number of males working in line management roles of nurses, maintenance, chef and catering management, there is still a predominance of females in these roles within 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 males to females in each Band. EFHL also pays its staff according to geographical differences and this too will influence the gender pay gap.

However, as earlier stated within Elizabeth Finn Homes females make up the majority in each band, reflecting the significant number of females employed in the care sector. The percentage of females in the upper middle quartile has increased from 2022 indicating there have been an upward trend in woman being promoted.

What is EFHL doing to address its gender pay gap?

Since last year's report at Elizabeth Finn Homes we have continued to 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 three years.

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

We are also trialling EDIB focus groups in our homes.

Recruitment

- Last year we introduced a variety of standardised interview documents and templates and introduced a wider two-tier recruitment process for hiring into senior management positions.
- This year we have seen the appointment of two female into positions through this process, which levelled out the female to male ratio in our senior team. We have permanently appointed a new female Clinical Director who sits on the EFHL Board. We continue to encourage females to progress through the organisation.
- We 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 and inclusive way.
- Flexible working options are encouraged to enable employees to have a healthy work-life balance, with 27% of the organisation working part-time. There are also a number of family-friendly leave options offered to our employees.

Culture

We are also looking to continue with the wider role out of My Home Life during 2023. My Home Life is focused on promoting Human Rights and 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 Abbas, Human Resource Director confirm that the information in this statement is accurate.

Date:.....