

Highgate Care Services Limited - Gender Pay Gap Report 2023

This is Highgate Care Services Limited's seventh 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 85.42% female and 14.58% male for the reporting period which is a 1.89% increase 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.

The percentage of female staff in the Upper quartile of earnings has grown continuing the trend seen in previous years. All quartiles remain 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" therefore amplifying any changes seen in the 2022 employee gender mix.

The mean difference between male and female pay is 2.97% with male staff being the higher earners. This is a reduction from the previous year's difference which was 0.27% with female staff being the higher earners.

The median difference between male and female employees pay is 0% (i.e. the male & female median pay is the same). This is a decrease on the prior year where the difference was 0.88% 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	12.33%	9.85%	13.57%	11.97%	14.41%	87.67%	90.15%	86.43%	88.03%	85.59%
Lower Mid	18.49%	13.64%	15.66%	13.68%	12.67%	81.51%	86.36%	84.34%	86.32%	87.33%
Upper Mid	15.07%	13.64%	12.12%	11.97%	14.41%	84.93%	86.36%	87.88%	88.03%	85.59%
Upper	12.41%	13.64%	13.64%	15.02%	16.74%	87.59%	86.36%	86.36%	84.98%	83.26%

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

	Male					Female				
	2023	2022	2021	2020	2019	2023	2022	2021	2020	2019
Bonus Paid	0.00%	0.00%	1.69%	1.63%	0.00%	0.47%	1.58%	2.14%	2.09%	1.06%

The mean difference between male and female bonuses is 100% with female staff being the higher earners. This is the same as 2022.

The median between male and female employees' bonuses was 100% with female staff being the higher earners. This was the same in 2022.

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 2023 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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Director

