



GENDER PAY GAP REPORT 2019

Overview

This report highlights the gender pay gap at Shelton Care Group between males and females. This is broken down by hourly pay and bonus payments.

The gender pay gap measures the difference of male and female's average pay across the business, regardless of their role.

The data within this report is based on 486 employees that were employed by Shelton Care Group on the snapshot date of 5th April 2019. The bonus data is based on the dates between 6th April 2018 and 5th April 2019.

Shelton Care Group is part of a wider company National Care Group who provides care to adults with a range of disabilities and needs.

I can confirm that the data provided in this report is accurate.

A handwritten signature in black ink, appearing to be 'Chloe Moore', with a long horizontal tail stroke.

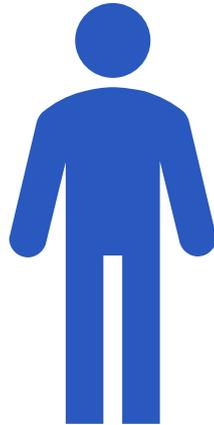
Chloe Moore
HR Director – National Care Group

This Year's Findings

107
Male
employees

£8.61
Average
hourly rate

0%
Received
a bonus
payment



379
Female
employees

£9.06
Average
hourly rate

5%
Received a
bonus
payment

The mean gender pay gap (hourly pay)

The difference between the mean hourly pay rate for both males and females as a percentage of male's pay at Shelton Care is **-5.23%**. This is considerably less than the UK's national average of 17.3%.

This highlights that there is a slight pay gap where our female employees are at an advantage, as female's on average receive 5.23% more than male employees at Shelton.

This is not a cause for concern for male employees, as the main reason for this is approximately ¾ of Shelton's headcount is made up of female employees and majority of Shelton's senior employees are female too.

Out of 486 employees, there are 50 senior employees (this includes roles from a Senior Support Worker and above). The breakdown of male/female split of senior employees is:-

Male	Female
22%	78%

The median gender pay gap (hourly pay)

This defines and compares the difference between the middle hourly rate of pay for both males and females.

Shelton Care's median gender pay gap is **0.60%** meaning that there is not much of a gap when comparing as a median figure and it is simply due to the fact the workforce is made up of predominantly females.

The mean gender pay gap (bonuses)

This defines the difference between the mean bonus amount for both males and females as a percentage of male's bonus payments. This year Shelton Care's was at **100%**.

The median gender pay gap (bonuses)

This defines and compares the difference between the middle bonus amount for both males and females. This year Shelton Care's was at **100%**.

The reason for both bonus pay gaps being 100%, is because the management team within Shelton Care were the only employees to receive bonuses between the snapshot dates in 2018 and 2019. The management team during that time were all female employees.

As a result of this, our figures show that 5% of females received a bonus and no males received a bonus.

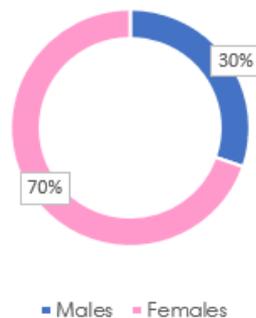
Therefore, out of all the employees who received a bonus during the snapshot dates, 100% of them were female.

The proportion of males & females in each pay quartile

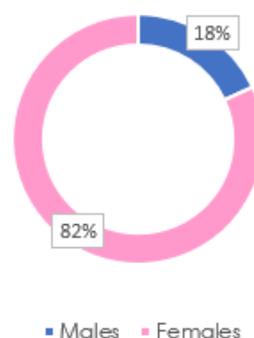
All employees were put in order of hourly pay (lowest to highest) and then split into 4 even quartiles. There were 486 employees, therefore it couldn't be equally split into 4. The pay quartiles are as follows:-

- Lower quartile – 122 employees
- Lower middle quartile – 121 employees
- Upper middle quartile – 122 employees
- Upper quartile – 121 employees

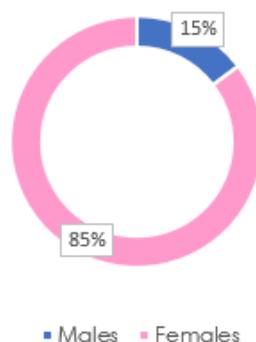
Lower Quartile



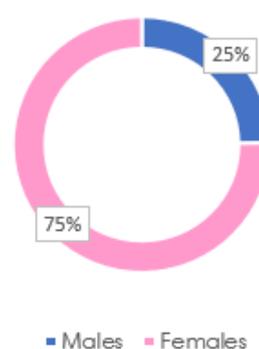
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Comparing to Last Year's Findings

	Shelton Care Group 2018	Shelton Care Group 2019	Comments
Mean Gender Pay Gap (Hourly Rate)	-3.53%	-5.23%	The mean gender pay gap has increased since last year in favour of female employees, meaning that on average females receive -5.23% more per hour than males.
Median Gender Pay Gap (Hourly Rate)	0.61%	0.60%	The median gender pay gap has stayed almost the same compared to last years with only 0.01% difference.
Mean Gender Pay Gap (Bonus)	-192.27%	N/A	We are not able to compare to last years data, as there were no male employees to receive a bonus.
Median Gender Pay Gap (Bonus)	0%	N/A	
Average Hourly Rate for Males at Shelton	£8.50ph	£8.61ph	Compared to last year both male and females' average hourly rate have increased, which is positive to see and also expected in line with NMW increasing in April each year and Shelton always ensuring they pay above NMW. Last year there was a difference of just 30p to males and females' average hourly rate. This year this has increased by 15p up to 45p difference, which means the gap was increased.
Average Hourly Rate for Females at Shelton	£8.80ph	£9.06ph	
Number of Employees at Shelton	398	486	Since 2018, the company has grown in size by almost 100 employees which is all due to organic growth.
Number of Males Employed by Shelton	96	107	The male headcount has only increased by 9 since last year.
Number of Females Employed by Shelton	302	379	The female headcount has only increased by 77 since last year.

Changes Since Last Year

Since last year's report, the organisation has implemented the following which may have had an impact on the gender pay gap between males and females:-

- Launched career lift programmes to offer more opportunities and elevate employees careers.
- Launched and delivered leadership workshops to provide our future managers with the essential skills to eventually move into more senior roles.
- Encouraged Managers and providing them with the tools to carry out regular and effective supervisions. The organisation introduced behaviour competency frameworks to support development in roles.
- Launched the Equality Opportunities – Equality & Diversity policy in June 2019.
- Launched the Learning & Development policy in July 2019.

Future Improvements

National Care Group and Shelton Care intends to implement the following over the next 12 months which may have impact the gender pay gap:-

- Launch a flexible working policy at next policy re-launch and promote this more to allow equal working opportunities for all.
- Developing the job vacancies page on the company intranet so it provides a live vacancies list across all companies under National Care Group, so employees have the first opportunity to apply for new vacancies.
- The introduction of a new Applicant Tracking System which will be provide live data and statistics on applicants, depending on their gender and roles that they are applying for.
- The option to utilise the apprenticeship levy to train and develop more employees internally into leadership positions.

References

Office for National Statistics, Gender Pay Gap in the UK 2019 - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandwork/nghours/bulletins/genderpaygapintheuk/2019#measuring-the-data>