
GENDER PAY GAP REPORT 2022

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 323 employees that were employed by Shelton Care Group on the snapshot date of 5th April 2022. The bonus data is based on the dates between 6th April 2021 and 5th April 2022.

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

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

A handwritten signature in dark blue ink, appearing to read 'Claire'.

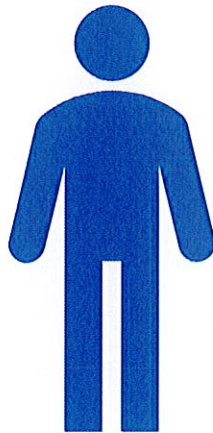
Claire Leake
People Director – National Care Group

This Year's Findings

70
Male
employees

£9.54
Average
hourly rate

0%
Received
a bonus
payment



253
Female
employees

£10.03
Average
hourly rate

0%
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 **-5.11%**. This is considerably less than the UK's national average of 14.9%.

This highlights that there is a slight pay gap where our female employees are at an advantage, as females on average receive 5.11% more than male employees at Shelton.

This is not a cause for concern for male employees, as the main reason for this is that 78% of Shelton's headcount is made up of female employees and the majority of Shelton's senior employees are female too.

Out of 323 employees, there are 44 senior employees (this includes roles from a Senior Support Worker and above). The breakdown of male/female split of senior employees is:-

Male	Female
20%	80%

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%** meaning that there is no gap when comparing as a median figure.

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 **0%**.

The median gender pay gap (bonuses)

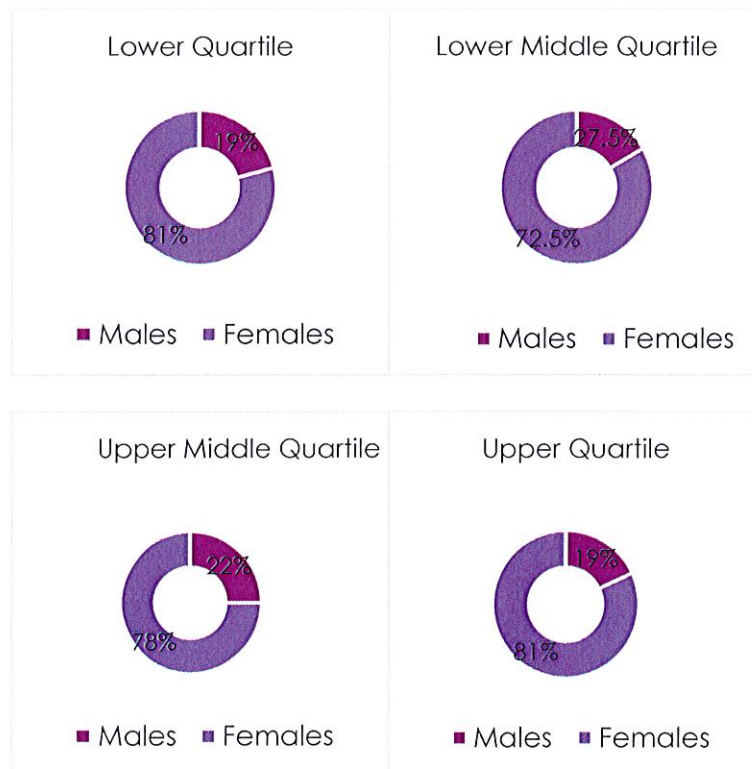
This defines and compares the difference between the middle bonus amount for both males and females. This year Shelton Care's was at **0%**.

The reason for both bonus pay gaps being 0%, is because no bonuses were paid within Shelton Care between the snapshot dates in 2021 and 2022.

The proportion of males and females in each pay quartile

All employees were put in order of hourly pay (lowest to highest) and then split into 4 even quartiles. The pay quartiles are as follows:-

- Lower quartile – 81 employees
- Lower middle quartile – 80 employees
- Upper middle quartile – 81 employees
- Upper quartile – 81 employees



Comparing to Last Year's Findings

	Shelton Care Group 2021	Shelton Care Group 2022	Comments
Mean Gender Pay Gap (Hourly Rate)	-4.80%	-5.11%	The mean gender pay gap has decreased since last year in favour of female employees, meaning that on average females receive 5.11% more per hour than males.
Median Gender Pay Gap (Hourly Rate)	0.00%	0.00%	The median gender pay gap has remained the same as last year's and there is still no difference.
Mean Gender Pay Gap (Bonus)	N/A	N/A	We are not able to compare to last year's data, as no employees received a bonus.
Median Gender Pay Gap (Bonus)	N/A	N/A	
Average Hourly Rate for Males at Shelton	£9.48	£9.54	Compared to last year both male and females' average hourly rates have increased
Average Hourly Rate for Females at Shelton	£9.94	£10.03	Last year there was a difference of 46p to males and females' average hourly rate. This year this has increased by 3p to 49p difference
Number of Employees at Shelton	351	323	During the year the headcount has decreased by 8%
Number of Males Employed by Shelton	76	70	The male headcount has decreased by 6 since last year.
Number of Females Employed by Shelton	275	253	The female headcount has increased by 22 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:-

- Targeted recruitment strategies to increase overall number of new employees
- Implementation of an overseas recruitment strategy to target new candidate pools and to increase diversity across our business
- Delivered leadership programmes to provide our future managers with the essential skills to eventually move into more senior roles
- Continued to promote opportunities for internal career development and progression
- Maintained our commitment to equal opportunities across the business.
- Maintained our commitment to the continuous learning and development opportunities for our colleagues.
- Continued to promote 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.
- Continued to offer flexible working opportunities across the business for all employees from day 1 of employment.

Future Improvements

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

- Utilise the apprenticeship levy to train and develop more employees internally into leadership positions.
- Create career pathways for all levels of employees from Support Worker upwards.
- Recruitment initiatives to ensure that a more diverse prospective candidate pool is reached.

References

Office for National Statistics, Gender Pay Gap in the UK 2022 –
[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-pay-gap)