
GENDER PAY GAP REPORT

2018



Introduction

The aim of this report is to show if there is a gender pay gap between the amount that men and women receive on an hourly basis and any bonus amounts that they received. This is based on the data of the 398 employees that were employed by Shelton Care Group as of the snapshot date of 5th April 2018.

The care sector is made up of predominantly female employees, which is clearly reflected throughout our findings in this report. Females make up 76% of the workforce at Shelton Care Group, which is slightly lower than the social care industry which is 82% *[based on figures from Office for National Statistics]*.

I can confirm that the data published within this report is accurate.

A handwritten signature in black ink, consisting of a large, stylized 'C' followed by a horizontal line extending to the right.

Chloe Moore
HR Director – National Care Group
(Parent Company of Shelton Care Group)

Understanding the Gender Pay Gap

Who?

This report is based on all 398 employees who were employed by Shelton Care Group as of the snapshot date of 5th April 2018.

What?

The gender pay gap measures the difference of men and women's average pay across the business, regardless of their role. This is broken down by hourly pay and any bonus payments.

When?

The data is based on the snapshot date of 5th April 2018. All bonus data is based on the pay period from 6th April 2017 to 5th April 2018.

Why?

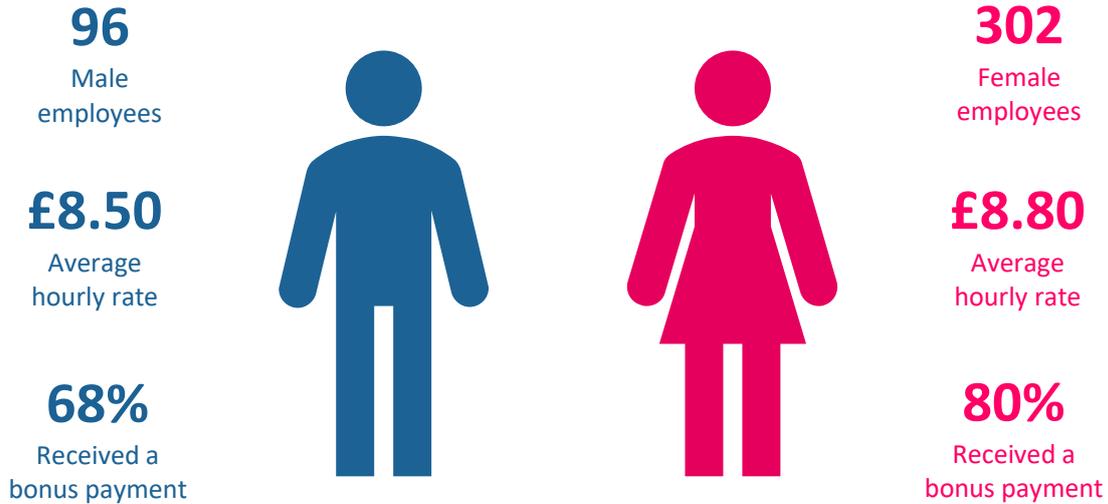
To provide an understanding of the gender pay gap at Shelton Care Group in line with legislation.

The following is a breakdown of what the report includes:-

- **The mean gender pay gap in hourly pay** – this defines the difference between the mean hourly pay rate for both males and females as a percentage of men's pay.
- **The median gender pay gap in hourly pay** – this defines and compare the difference between the middle hourly rate of pay for both males and females.
- **The mean gender pay gap in bonuses** – this defines the difference between the mean bonus amount for both males and females as a percentage of the men's bonus payments.
- **The median gender pay gap in bonuses** – this defines and compare the difference between the middle bonus amount for both males and females.
- **The proportion of males and females to receive a bonus** – this shows the percentage of males that received a bonus payment out of all the male employees in the company and the percentage of females that received a bonus payment out of all the female employees in the company.
- **The proportion of male and females within each pay quartile** – all employees are put in order of hourly pay (from lowest to highest) and then split into four even quartiles. For Shelton, there are 398 employees meaning the headcount can't be equally divided by four. The breakdown is:-
 - Lower quartile – 100 employees
 - Lower middle quartile – 99 employees
 - Upper middle quartile – 100 employees
 - Upper quartile – 99 employees

For the mean and median gender pay gap calculation, if there is a positive percentage this means that men earn more than women. If there is a negative percentage, this means that women earn more than men.

Our Findings



	Mean Gender Pay Gap (Hourly Rate)	Median Gender Pay Gap (Hourly Rate)
Shelton Care Group	-3.53%	0.61%
Residential Care Industry*	11.6%	8.6%
UK's National Average*	17.1%	17.9%

*[*Gender pay gap in the UK 2018 – Office for National Statistics]*

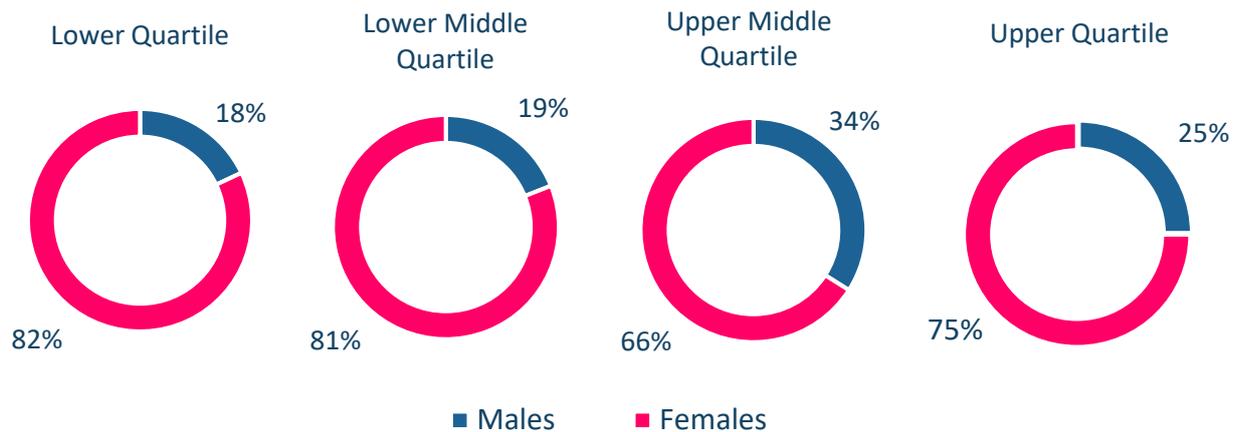
Compared to the UK's national average and the care industry as a whole, Shelton Care Group are paying men and women a lot more of an even hourly rate. There is a 30p difference in the average hourly rates for men and women with women, on average, being paid more than men. This is because the workforce is predominantly made up of female employees, which means there may be more opportunities for women to progress than men on to higher level and higher paid roles.

There isn't a significant difference between the median gender pay gap for men and women.

	Mean Gender Pay Gap (Bonus Amount)	Median Gender Pay Gap (Bonus Amount)
Shelton Care Group	-192.27%	0%

The mean bonus amount shows that women are paid 192.27% more than men. Due to women making up 76% of the workforce and 80% of women receiving a bonus, this means that there will be a higher total amount of bonuses being paid out to women than men, as there are more female employees available who are eligible to receive a bonus.

This is supported by the fact there is no difference at all between the median bonus payment for men and women.



The graphs above show the percentage of males and females within each pay quartile.

The gender split in each quartile is quite similar. Women are amongst some of the highest paid employees, yet some of the lowest paid employees too. This is a result of the workforce being predominantly female.

The males that are employed by Shelton Care Group are quite evenly split throughout all four pay quartiles. The highest percentage of men is in the upper middle quartile with 34%. This shows that there are more male employees in higher paid and higher level roles, than there is males in lower paid roles such as Support Workers or Senior Support Workers.

What does this mean?

From these findings it shows that there isn't a significant difference in male and females pay at Shelton Care Group.

Shelton Care Group and the care industry is very female dominated which offers more opportunities to females including promotions to higher level/management roles.

As a company, we need to begin researching ways in which we can actively recruit, retain and promote more male employees in the company to create a more even gender balance at all levels.