

# The ExtraCare

Charitable Trust

## Better lives for older people

### Introduction

The ExtraCare Charitable Trust was established in 1988. We operate retirement villages and smaller housing developments around our Midlands base and further south.

Our Vision is better lives for older people.

Our Mission is creating sustainable communities that provide homes older people want, lifestyles they can enjoy and care if it's needed.

We currently have more than 3,800 homes within our Housing Schemes and Villages at different locations. These are available to older people in their local area for affordable rent, shared ownership and leasehold sale. Dependent on individual circumstances we can support residents with significant assessed care needs. Residents can access the Charity's Well-being service which helps residents monitor their health and lifestyle, ensuring early detection of potential health conditions.

Our Housing Schemes and Villages are supported by a team of 1,500 staff, recruited to work with us directly. We are proud that over 85% of our care staff are qualified to QCF (NVQ) Level 2 in Health and Social Care (the national training requirement is 50%).

The Charity has Investors in People Gold Award status.

We also operate around 60 ExtraCare Charity Shops. Income from our Charity Shops is used to support the more vulnerable people within our Schemes and Villages, through supporting different programmes including additional research.

### Gender pay Gap Information

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data correct as at 5<sup>th</sup> April 2017.

Number of eligible employees at snapshot: 1307

Gender Balance:            Male 15%            Female 85%

### A: Gender pay Gap

This date includes all permanent employees who have had no leave\* in the pay period, and shows the difference between the average hourly rate of pay\*\* of male and female employees.

Mean Gender Pay Gap: 10%

Median Gender Pay Gap: 18%

\*'Leave' refers to maternity, paternity, sick leave and long term disability

\*\*'Hourly rate of pay' includes basic pay and any other eligible allowances etc.

### B: Bonus Gender Pay Gap

Extracare does not pay bonuses as within their pay structure therefore there is no information to provide any information.

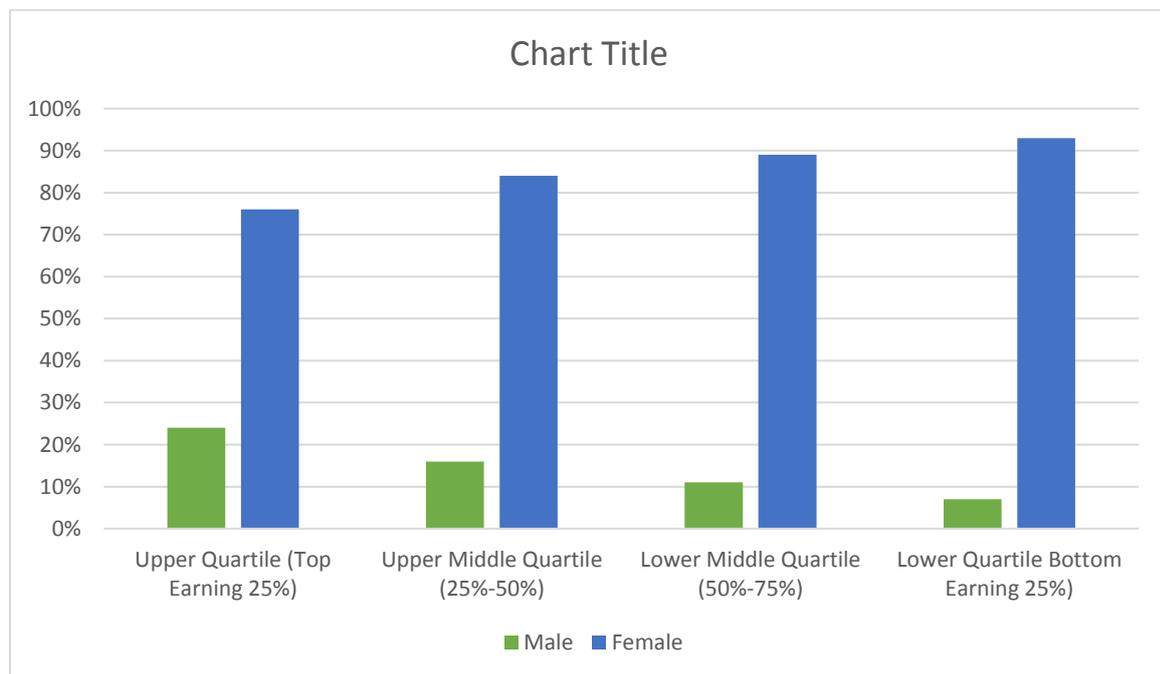
### C: Proportion of Male and Female Employees Receiving Bonuses

Extracare does not pay bonuses as within their pay structure therefore there is no information to provide any information.

### D: Male and Female Employees by Pay Quartile

This includes all permanent employees who have had no leave in the pay period, and shows the percentage of male and female employees in each pay quartile

Male and female employees in each pay quartile



## Addressing the gap

It has been well reported the reasons behind the gender pay gap are complex, however, The ExtraCare Charitable Trust is confident that our gender pay gap does not reflect an equal pay issue nor is it related paying to males and females differently, whilst completing a similar role.

With 85% of our workforce being female, the results show there is a higher percentage of males within the upper quartile earnings, we need to address this difference by introducing

- More development/leadership development programme opportunities
- Different places of advertising
- Apprenticeships
- More flexible working practices
- Flexible benefits
- Encouragement of females returning to the workplace from career pauses

We understand to change this trend will take time and focus, but we are confident we are actively trying to improve our current gender pay gap.

Chris Skelton  
Director – Corporate Resource