

Gender pay Gap Information 2020

ExtraCare Charitable Trust is a registered charity who through our vision of 'Better Lives for Older People' and our mission to create sustainable communities that provide

- Homes older people want;
- Lifestyles they can enjoy; and
- Care if they need it.

To deliver our vision and mission we do three things, develop new villages, operate our schemes and villages and support our residents.

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 5th April 2020.

Number of employees at snapshot: 1,026 Gender Balance: Male 16% Female 84%

The number of employees within this snapshot has been predefined from the gender pay gap reporting eligibility. Eligible employees are individuals who have had no absence during the April pay period and excludes any individuals on sick or statutory leave or furlough leave.

A: Gender pay Gap

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

*'Leave' refers to maternity, paternity, and sick leave.

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

Mean Gender Pay Gap: 36% (previous year 38%)

Median Gender Pay Gap: 16% (previous year 18%)

The mean gender pay gap is the difference between the average hourly earnings of men and women and tells us that our average hourly rate for male employees is higher than our average hourly rate for our female employees.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. We believe this is a more representative measure of the pay gap at ExtraCare because it is not affected by outliers at the top or bottom of the range.

B: Bonus Gender Pay Gap

The following gender pay gap has been reported with reference to bonus payments.

Mean Gender Pay Gap: -26%

Median Gender Pay Gap: -3%

This tells us the difference between the average bonus pay of female staff and the average bonus pay of male staff expressed as a percentage. As the figure is negative it shows that male employees have lower bonus payments than female employees.

C: Proportion of Male and Female Employees Receiving Bonuses

The percentage is as follows.

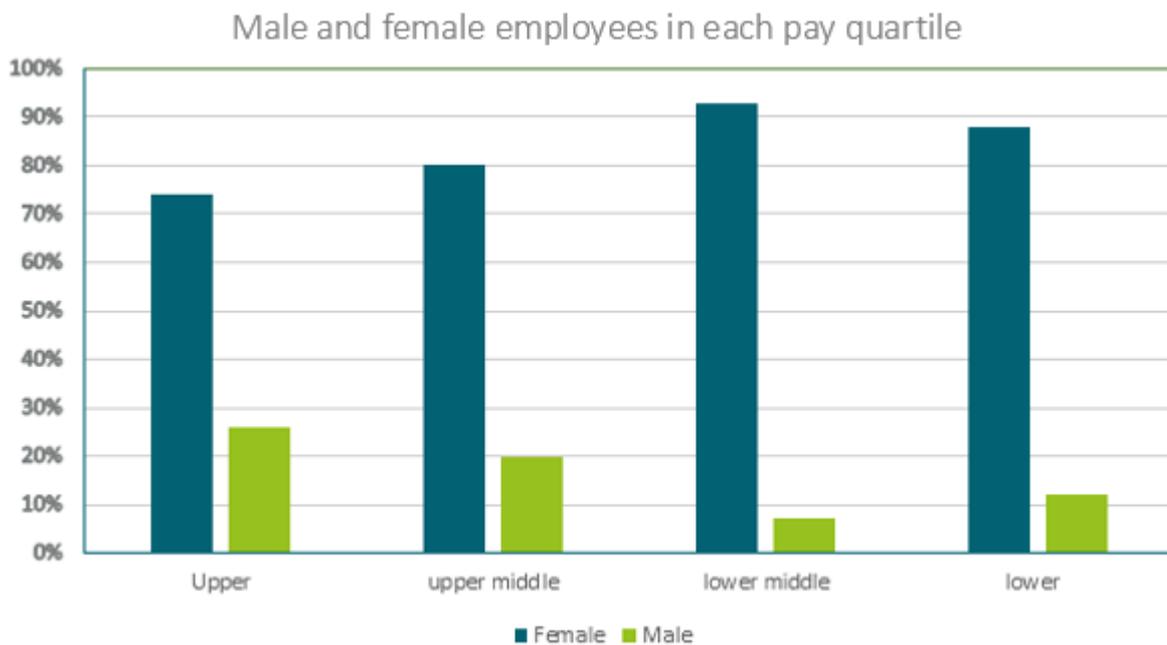
Male 20%

Female 80%

D: Male and Female Employees by Pay Quartile

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

* 'Leave' refers to maternity, paternity, and sick leave.



Addressing the gap

It has been well reported within the press that the reasons behind gender pay gaps are complex. The ExtraCare Charitable Trust has a workforce comprising 84% female staff. The majority of our staff work in frontlines roles such as care and catering, which are relatively lower paid roles which traditionally attract more women. We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to us paying males and females differently whilst undertaking a similar role. As part of our pay structure we have predefined pay scales for job roles within the majority of our workforce. These pay scales are used regardless of which sex is recruited into the role.

We continue to explore the drivers behind the gap, and commit to reducing the gender pay gap, taking the time and focus to understand the reasons behind it and continue to take actions to improve it. Our gender pay gap is only significant in the highest pay quartile of the charity where there is a higher proportion of male employees than in the other quartiles. There is no significant pay gap in the lower, lower middle or upper middle quartiles.

Our gender pay gap has reduced by 2% from last year, from 38% to 36%. We continue to be focussed on improving our pay gap further in the following ways:

- The pandemic has accelerated changes in some of our work practices, including greater flexible working. Our commitment to the continuation of flexible working practices, including ways to improve work life balance and working from home where appropriate may help attract females to more senior positions in the organisation where there is a current higher pay gap than in other pay quartiles.
- We will analyse whether some of our teams are particularly male or female dominated, investigate why that is and explore what we can do to address the balance.
- We will continue to research the best places to advertise our vacancies.
- We aim to be an employer of choice within our workforce area ensuring our pay and flexible benefits are attractive to both males and females.
- We will encourage females returning to the workplace from career breaks, offering training and other mentoring opportunities to ensure they feel confident to return to the workforce at all levels.
- We introduced the 'real living wage' to Trust staff from April 2020 and have a continuing commitment to increase our minimum salaries in line with the 'real living wage' which will continue to help our gender pay gap to reduce. This introduction has helped us to recruit the best people for our roles regardless of their sex.
- All roles will now be assessed at recruitment stage for whether they may be appropriate to be offered as an apprenticeship. A wider range of available apprenticeships may encourage more applications from both genders, and particularly to males in the lower pay quartile.