

Gender Pay Gap Information

The ExtraCare Charitable Trust is a registered charity with a vision of 'Better Lives for Older People.' Our mission is 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 2021

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.

Number of eligible employees at snapshot: 1,060

Gender Balance: Male 16% Female 84%

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: 25%

Median Gender Pay Gap: 14%

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: 2%

Median Gender Pay Gap: 0%

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.

C: Proportion of Male and Female Employees Receiving Bonuses

The percentage is as follows

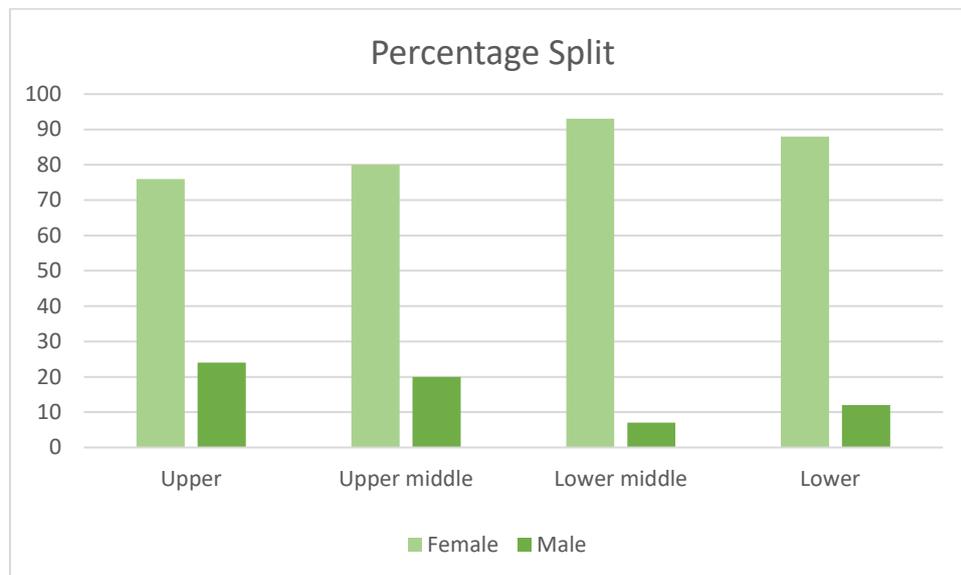
Male 14%

Female 86%

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 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 rates for job roles within the majority of our workforce. These pay rates are used regardless of which gender is recruited into the role.

We continue to explore the drivers behind the gap, and commit to reducing the gender pay gap further, 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. There is also no significant pay gap for bonus payments.

Our gender pay gap continues to reduce and we are focussed on improving our pay gap further in the following ways:

- 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 gender.
- 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. The pay award for 2022 took account of a benchmarking exercise and recognised the need to be competitive with similar organisations.
- 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 hybrid working 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 continue to research the best places to advertise our vacancies.
- 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.
- 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.

This statement confirms that the published information is accurate at the time of publishing and is signed by Chris Skelton, Executive Director Corporate Resources

