

Gender Pay Gap Report 2020

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish data annually to show the difference between the average earnings of male and female employees.

Method

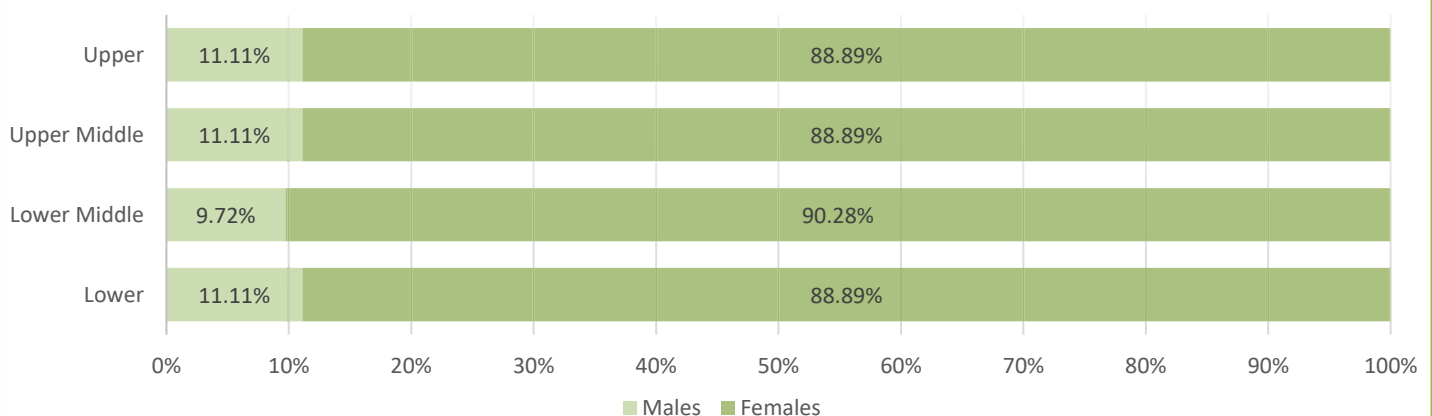
Using the hourly rates for all full-pay relevant employees on the snapshot date of 5th April 2020, we calculated:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus pay gap
4. Median bonus pay gap
5. Bonus pay proportion for males & females
6. Quartiles

Results

Calculation	Description	Result
1. Mean gender pay gap	Difference between the average hourly pay of male and female employees, expressed as a percentage of average male hourly pay	1.28%
2. Median gender pay gap	As above, but median	0.00%
3. Mean bonus pay gap	Difference between the average bonus paid to male and female employees, expressed as a percentage of the average bonus paid to males	-100%
4. Median bonus pay gap	As above, but median	-100%
5. Proportion of males receiving a bonus	Male employees who received a bonus in the 12 months prior to 5 th April 2020, expressed as a percentage of total male employees	0.00%
5. Proportion of females receiving a bonus	As above, but for female employees	0.78%

6. Proportion of males and females in each quartile band



Quartiles

Employees were sorted by hourly rate of pay, highest to lowest, and organised into four evenly sized quartiles – Upper, Upper Middle, Lower Middle and Lower. The proportion of males and females in each quartile was then calculated.

Understanding the gap

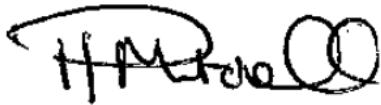
- On the snapshot date of 5th April 2020, Hill Care 3 Limited employed 310 members of staff
- 89% of these employees were female, reflecting the trend across the sector
- 2 bonuses were paid during the year to 5th April 2020 and both were to female employees
- Of the top 20 highest-paid employees, 18 were female (90%) and 2 were male (10%)

Statement

Although the data shows a small mean gender pay gap, our results are well below the national average (8.9% median gender pay gap in 2019 - *Office for National Statistics*), which reflects the high proportion of females employed in the care sector.

Hill Care 3 Limited pays all employees based on their job role and does not increase or reduce pay based on gender. We are confident that our gender pay gap results are due to staff carrying out different roles and that males and females are paid equally for performing the same job across all of our care homes.

The figures in this report have been calculated using guidance from the Government Equalities Office and Acas, in accordance with Gender Pay Gap Reporting legislation and are accurate to the best of our knowledge.

A handwritten signature in black ink, appearing to read "Ian Mitchell". The signature is stylized with a large, sweeping initial "I" and "M".

Ian Mitchell
Finance Director