



GENDER PAY GAP REPORT 2021-22

PRESTIGE NURSING LIMITED

Life made
better

Prestige Nursing & Care is a leading provider of homecare services across England and Scotland. Operating across a branch network, we help and support our clients to live safely and independently at home or away from home.

This is the third year we have published information on our gender pay gap and we continue to work hard to improve gender balance because it is fundamental to the success of our businesses.

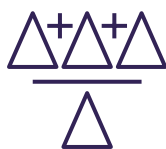
At Prestige Nursing & Care, we want to create an environment that is as diverse as the communities in which we care; where all employees are able to be themselves, thrive and deliver great work.

We believe strongly in achieving gender equality and developing and as with the care industry in general approximately 90% of our employee are female, underpinning our firm belief that a more diverse and inclusive workforce accelerates business growth.

We continue to take our commitment to improving gender equality across the board very seriously, but we recognise that more also needs to be done to address any inequalities in pay including ethnicity, detailed reporting of which will follow.

Clarity on our calculations

As regards the findings in this report, we have calculated our gender pay gap using the methodology as required legislatively for publishing gender pay gaps.



Mean Gender Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.



Median Gender Pay Gap

The median represents the middle point of a population. If you lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to the middle man.

Workforce - A view of employee representation across the organisation

By Gender

		ENGLAND	SCOTLAND
Upper	Male	14.7%	4.3%
	Female	85.3%	95.7%
Upper Mid	Male	12.6%	7.1%
	Female	87.4%	92.9%
Lower Mid	Male	10.0%	8.6%
	Female	90.0%	91.4%
Lower	Male	9.4%	9.9%
	Female	90.6%	90.1%

Workforce characteristics

The care sector is dominated by women and our workforce reflects this, represented by 88% women and 12% men. This is reflected through each pay quarter ranging from 85% to 95% female.

When you break that down, the majority of our workforce is dominated by our professional carers, who make up 87% of our workforce, with 13% sitting in our branch and central support team. Of those, 89% of our professional carer workforce are female.

Skills for Care reported an 82% female workforce trend in the adult social care sector in England in 2021.



Overall gender pay gaps

Mean pay gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men.

		ENGLAND	SCOTLAND
Mean Gender Pay Gap	2021	2.1%	-1.4%
	2020	8.7%	-2.9%

Median pay gap

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 midpoint.

		ENGLAND	SCOTLAND
Median Gender Pay Gap	2021	7.0%	-5.2%
	2020	5.6%	-1.2%

Our **mean pay gap is 2.1% in England and -1.4% in Scotland**, which recognition through schemes such as member and employee of the month means in England, on average men are paid slightly more than women. Yet in Scotland, women are slightly more than men. Both figures demonstrate an improvement in the overall gender pay gap between men and women. It is also important to consider each of our workforce groups and the weighting of each in order to better understand the individual figures.

Our **median pay gap is 7.0% in England and -5.2% in Scotland**, which means in England men are paid more when you line up all hourly pay in order from lowest to highest and pick out the mid point, yet conversely women are paid more in Scotland.

At Prestige Nursing & Care, we are confident that men and women are paid equally for doing equivalent jobs and the gender pay gap relates to people carrying out different roles and seniority of roles.

We recognise that there are significantly more women than men in the company overall at 88% across all levels of roles. The lowest quartile represents the largest consistent gender gap, with a 90% female workforce, down to an 85% female workforce at the upper quartile in England. Women are significantly represented at branch level and in operational management roles, and typically these roles are eligible to participate in a bonus scheme. The upper quartile contains the operational management population, the senior leadership team and the male managing director. The male ratio improves as you move from the lower to upper quartiles in England as men continue to dominate the most senior and best paid roles in the workplace in general and inevitably, people in more senior positions receive the highest pay including bonus. These roles also support Scotland, hence not represented in that data.

Gender bonus gap

		ENGLAND	SCOTLAND
% Receiving Bonus	Male	15.1%	19.0%
	Female	10.2%	7.7%

		ENGLAND	SCOTLAND
Mean Gender Bonus Gap	2021	66.6%	-7.2%

		ENGLAND	SCOTLAND
Median Gender Bonus Gap	2021	41.2%	28.2%

The proportion of men who received a bonus as a whole in the reporting period was greater at 15.1% in England and 19% in Scotland, compared to 10.2 and 7.7% of women. Bonuses were mostly paid to those in operational and senior leadership roles, although bonus eligibility is based on role and not gender. The bonus percentage gap, arises because most of the males who received a bonus occupied more senior roles in the organisation and therefore there is greater bonus eligibility and earning potential.

We continue to review company bonus and commission schemes and align them to job role based on defined and measurable targets and objectives linked to the wider business strategy. This will continue to reduce any gap and ensure equality, fairness and complete objectivity for future years.

Closing the gender gap

Closing the gender gap is part of our long-term commitment to diversity, equity and inclusion and one we remain committed to. Our gaps reported are reflective of the care sector, the significant challenges faced not only in the sector but globally through Covid-19 and resulting market forces, together with a shift in representation at senior leadership level.

These figures provide us with a starting point to improve upon and take a deliberate long-term view. Strategies and policies are in place to ensure that these gaps are addressed, with a view to ensuring the organisation works and achieves with equality and inclusion in mind.

We seek to encourage better gender balance throughout our organisation through people processes, family friendly policies and we challenge gender stereotypes through each of these areas. Through our talent acquisition and management activity, we look to promote and track gender balance. Learning and development is a crucial element of our people strategy to support ongoing careers. We are committed to reviewing our total pay and recruitment policies to ensure we bring as much fairness and objectivity as possible as well as conducting exit data analysis. We support ways of working more flexibly, including thinking more creatively about how we design jobs. As a culture, we value diversity and inclusion and these tools will help to embed these behaviours and values across the organisation.

We are addressing the barriers that can make it difficult for women to progress their careers to senior levels as well as addressing the overall gender imbalance experienced at all levels across the care sector. Our senior leadership team today reflects a greater gender balance. Investing in our people and potential is one of our strategic priorities and we are building a diverse environment where people feel valued, are invested in and can flourish. If we are to grow, we recognise that we need engaged employees performing at their best and the future relies on our people.