

## Gender Pay Gap Statement

Hillcroft Nursing Homes Ltd is required by law to publish an annual gender pay gap report.

Using the standard methodologies of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have made the following calculations:

### **The Mean Gender Pay Gap.**

*The difference in the average pay of males and females, as at the snapshot date, shown as a percentage of the male figure. Positive percentages show higher male pay, and negative percentages show higher female pay.*

### **The Median Gender Pay Gap.**

*The difference in the middle rate of pay (when pay rates are listed from high to low) of males and females as at the snapshot date, shown a percentage of the male figure. This method disregards any high or low pay rates which may distort the mean calculation.*

### **The Mean Bonus Gender Pay Gap.**

*The difference in the average amount of bonus paid to males and females in the year ending the snapshot date, shown as a percentage of the male figure.*

### **The Median Bonus Gender Pay Gap.**

*The difference in the middle amount of bonus paid (when listed from high to low) to males and females in the year ending the snapshot date, shown as a percentage of the male figure.*

### **The Proportion of males and females receiving a bonus payment.**

*The number of males / females receiving a bonus as a percentage of the total number of males / females.*

### **The Proportion of males and females in each quartile pay bands.**

*The number of males / females as a percentage of the number of staff in each pay quartile. Pay quartiles are created by listing all pay rates from high to low and then splitting the list into four equal pay bands.*

This is the report for the snapshot date of 5 April 2017.

The mean gender pay gap	-1%
The median gender pay gap	0%
The mean gender bonus gap	0%
The median gender bonus gap	0%

The proportion of employees receiving a bonus

Males	0%	Female	0%
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Pay quartiles by gender

Upper Quartile	Males	28%	Females	72%
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Upper Middle Quartile	Males	10%	Females	90%
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Lower Middle Quartile	Males	20%	Females	80%
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Lower Quartile	Males	20%	Females	80%
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Hillcroft Nursing Homes are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We have a clear policy of paying employees equally for the same work, regardless of their sex (or any other characteristic set out above).

In common with many care homes, the majority of our workforce is female, but all positions within Hillcroft are open equally to both men and women, with applicants being appointed on merit. This is supported by the results of our gender pay gap calculations.

I confirm that the information in this statement is accurate.

Louise Mattinson

Director