

## Rosedale Care Services Limited - Gender Pay Gap Report 2022



This is Rosedale Care Services Limited's third gender pay report. The main business remains the provision of nursing and residential care with centralised management, maintenance and administration functions.

Rosedale Care Services Limited's overall workforce is 92% female and 8% male for the reporting period which is a 1% decrease in male staff since the last report, maintaining a consistent level over the three years measured

The female contingent within the upper quartile has reduced in percentage terms for the second year with the male contingent increasing correspondingly in the upper quartile. The male contingent in the upper mid quartile has reduced for the second year in percentage terms. The figures and movements can appear more volatile in percentage terms due to the low number of male employees (for example the 3.74% increase in the male upper quartile represented a reduction of 1 employee). To compound this, there was a higher than usual level of absence around the snapshot date due largely to covid resulting in a smaller than usual number in the total "full pay" staff sample.

We are confident that both male and female employees are remunerated equally for doing the same job within the organisation as pay rates are based on job type.

### The Figures

Due to the relatively small number of employees (Rosedale Care Services Limited is at a level where the number of employees is only just over the threshold for disclosure) and the high ratio of female to male employees relatively small changes in the male / female staff mix leads to volatility in the figures. It should be noted that higher than usual levels of short term absence during the April 2022 snapshot period meant more employees were excluded when preparing the "full pay relevant employees" list than had been the case in previous years therefore amplifying any changes in the employee gender mix.

The mean difference between male and female pay is 3.23% with male staff being the higher earners. This is an increase from the previous year's difference which was 2.76% with males being the higher earners.

The median difference between male and female employees pay is 2.19% with male staff being the higher earners. This is a decrease on the prior year where the difference was 4.91% with male staff being the higher earners.

### Proportion of males to females in quartiles

	Male			Female		
	2022	2021	2020	2022	2021	2020
Lower	4.35%	5.48%	7.41%	95.65%	94.52%	92.59%
Lower Mid	6.52%	6.85%	4.88%	93.48%	93.15%	95.12%
Upper Mid	6.52%	13.70%	17.28%	93.48%	86.30%	82.72%
Upper	13.33%	9.59%	6.10%	86.67%	90.41%	93.90%

## Rosedale Care Services Limited made bonus payments in 2022

	Male			Female		
	2022	2021	2020	2022	2021	2020
<b>Bonus Paid</b>	0.00%	3.60%	3.45%	2.56%	0.68%	0.67%

The mean difference between male and female bonuses is 100% with female staff being the higher earners. This is a change on the prior year where the difference was 957.5% with female staff being the slightly higher earners.

The median difference between male and female employees' bonuses was 100% with female staff being the higher earners, a change on the prior year difference of 957.5% with female staff being the higher earners.

It should be noted that due to the small sample size and low numbers of male employees the bonus calculations are easily distorted by outlying data. During the 2022 review period there were no bonus payments made to male staff.

The care home sector predominantly employs a female workforce. Rosedale Care Services Limited is no exception to this although it must be pointed out that it is the ability to perform the job that is the main employment criteria.

This statement confirms that the information provided is accurate at the time of publishing.

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