

Rosedale Care Services (Yorkshire) Limited - Gender Pay Gap Report 2022



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

Rosedale Care Services (Yorkshire) Limited's overall workforce is 85% female and 15% male for the reporting period which is a 3% increase in male staff since the last report. Following on from a 1% decrease last year the overall split remains in line with the care sector's industry norm.

The female contingent within the upper quartile of employees has decreased in 2022 and continues to be below the overall gender split. The number of male employees within the upper quartile as a percentage has increased significantly, however the number of male employees in the quartile has reduced by 1. The percentage is affected by a significantly smaller overall sample size after removing staff to who did not qualify as "Full Pay" relevant employees for the snapshot period under review.

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 (Yorkshire) 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 9.83% with male staff being the higher earners. This is an increase from the previous year's difference which was 5.53% with males being the higher earners.

The median difference between male and female employees pay is 3.49% with male staff being the higher earners. This is a decrease on the prior year where the difference was 7.14% with male staff being the higher earners.

Proportion of males to females in quartiles

	Male					Female				
	2022	2021	2020	2019	2018	2022	2021	2020	2019	2018
Lower	4.08%	5.00%	5.13%	8.14%	2.44%	95.92%	95.00%	94.87%	91.86%	97.56%
Lower Mid	14.58%	8.86%	6.14%	8.24%	13.58%	85.42%	91.14%	93.59%	91.76%	86.42%
Upper Mid	12.50%	16.46%	14.10%	12.79%	8.64%	87.50%	83.54%	85.90%	87.21%	91.36%
Upper	27.08%	17.72%	26.58%	17.65%	18.52%	72.92%	82.28%	73.42%	82.35%	81.48%

Rosedale Care Services (Yorkshire) Limited made bonus payments in 2022; the first time was in 2022

	Male					Female				
	2022	2021	2020	2019	2018	2022	2021	2020	2019	2018
Bonus Paid	5.71%	2.94%	2.44%	0.00%	0.00%	4.00%	2.05%	0.37%	0.33%	0.00%

The mean difference between male and female bonuses is 198.14% with female staff being the higher earners. This is a change on the prior year where the difference was 0.03% with male staff being the slightly higher earners.

The median difference between male and female employees' bonuses was 49.34% with female staff being the higher earners, a change on the prior year difference of 92.33% with male staff being the higher earners.

It should be noted that due to the small sample size the bonus calculations are easily distorted by outlying data. Changes to the bonus scheme in 2020 offered a broader group of staff the opportunity to receive small bonus payments, however these bonus payments are predominantly achieved by female staff, disproportionately reducing the average calculations.

The care home sector predominantly employs a female workforce. Rosedale Care Services (Yorkshire) 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.

R. Hoggart

Richard Hoggart
Director

