

## **Equal Pay and Gender Pay Gap report – Holmes Care Group - 2021 - 2022**

This report sets out the gender pay statistics for Holmes Care Group in relation to the reporting year of 2021 – 2022.

### **Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Holmes Care Group is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

### **Organisational context**

Holmes Care Group Ltd is committed to the principles of equal pay for all our employees. We aim to eliminate any gender bias in our pay and remuneration systems and understand that equal pay between males and females is a legal right in accordance with the Equality Act 2010, Public Sector Equality Duty and European law.

### **The gender pay gap**

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

## **Gender Pay Gap**

### **Mean gender pay gap**

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, the current mean gender pay gap at Holmes Care Group is 3.4% which is based on hourly pay rates as of the snapshot date of 5<sup>th</sup> April 2022. This shows a modest gender pay gap, which suggests that on average males earn moderately more than females in employment Holmes Care Group.

Below we have identified the factors that we believe contribute to this gap:

- Holmes Care Group has recently employed two male executives at Head Office who have a higher salary than most employees across the Company; whilst there are several females on similar salaries the fact that there are fewer men in the Company means that this male executive's salary considerably increases the mean average pay rate for all males.

- There are 110 males employed at Holmes Care Group who were included in this sample; whereas there are 728 females and therefore it would take at significantly more females earning the same salary as the male executives to have the same impact on the average female pay rate.

### **Median gender pay gap**

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, there is no pay gap when considering median pay rates. When we look at pay rates for individual roles it is clear that there is no pay gap between males and females; whereby everyone with the same job title is on the same pay rate, regardless of gender.

### **Salary pay quartiles**

The following separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees.

The pay quartiles percentage is calculated using the following formulas:  $A / C \times 100$  and  $B / C \times 100$ . (A = male employees in quartile, B = female employees in quartile, C = total number of employees in quartile). The report shows all quartiles have a higher proportion of females to males but pay is relatively equal across the Company; 13.13% of the sample are males and 86.87% are females, therefore if we had no pay gap across the Company these would be the figures we would expect to see in each quartile.

### **Bonus pay**

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal point).

Male Employees	78.2%
Female Employees	80.2%

The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months was 80.2% female and 78.2% male. The mean bonus pay shows a 5.2% difference which reflects that, on average, males received a higher bonus than females in the Company. However, the median bonus pay show a 0% difference in male and female median bonus pay.

### **Contributing factors**

Below we have identified the factors that we believe contribute to this gap:

- Holmes Care Group Ltd is a Company operating within the health and social care industry which is known to have predominantly female workers, and this is why more females received a bonus in this timeframe.

- Employees located in Scotland and who were employed in a registered adult social services who have been employed for a minimum of a continuous 4 week period between 17 March and 30 November 2020, were eligible for a Coronavirus (COVID-19) £500 bonus payment, provided by the Scottish government. Baytree Court is located in England and who's employees were predominately female in this period, were not eligible for the bonus payment.

**Confirmation statement**

I confirm the information set out in this gender pay gap report is accurate and calculated in accordance with the regulations.

Signed: 

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Job title: CEO

Date of statement: 27.03.23

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