



Nazareth Care Charitable Trust - Gender Pay Gap Reporting

Introduction

In accordance with Government's Gender Pay Gap Legislation, it is required for employers of 250 or more employees to publish statutory calculation outlining the pay gap between male and female employees. This statement outlines the relevant information collected on 5th April 2023.

Organisational Context

Nazareth Care Charitable Trust is a charity responsible for operating 12 care homes, 3 retirement villages and a day nursery which are operated across England, Scotland and Wales. On both full and part time contracts, 885 staff are employed by the charity.

Mean and Median pay and bonus information

Overview

The mean pay gap is the difference between average hourly pay of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly pay of men and women. It takes all earnings in the sample, lines them up in order from lowest to highest and the median is the mid-point.

	2022	2023
Mean Gender Pay Gap	15.00%	8.05%
Median Gender Pay Gap	7.30%	0.92%
Mean Bonus Pay Gap	0%	0%
Median Bonus Pay Gap	0%	0%

Breakdown

In line with industry trends, most of the workforce are females throughout all of the four quartiles. Over the reporting period, there have been changes within the Senior Management Team which has seen a percentage increase in Females in the Upper Quartile. It can also be seen that the percentage of Males in the Upper Middle Quartile has increased. With these different factors being considered the gap has decreased.

	Males in Quartile 2022	Females in Quartile 2022	Males in Quartile 2023	Females in Quartile 2023
Lower Quartile	13.60%	86.40%	10.61%	89.39%
Lower Middle Quartile	13.80%	86.20%	15.15%	84.85%
Upper Middle Quartile	11.90%	88.10%	23.66%	76.34%
Upper Quartile	31.20%	68.80%	19.08%	80.92%

Supporting Statement

Nazareth Care Charitable Trust continues with the focus on closing the gap, however this period has seen a reduction in the Mean Gender Pay Gap of 6.95% and the Median Gender Pay Gap of 6.38%

Over the last year careful consideration has been made to put further investment into the pay grades of the employees and remain competitive with market trends. There is a clear pay structure in place which focuses on the role, not gender.

Nazareth Care remains committed to reducing the gap by promoting development, ensuring staff are aware opportunities are available across the whole organisation, not just for specific roles.

From our workers, there has been an increase in requests for flexible working. The organisation continues to educate managers on the legislation of flexible working and how to implement this successfully for both male and female workers.

Our gender pay gap figures have been calculated in line with the regulations set out in the gender pay gap reporting legislation. I can confirm that these figures have been verified and are accurate.



Mike Anderson
Deputy CEO