



## 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 5<sup>th</sup> April 2020.

### Organisational Context

Nazareth Care Charitable Trust is a charity responsible for operating 12 care homes, 2 retirement villages and a day nursery which are operated across England, Scotland and Wales. On both full and part time contracts, 872 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.

<b>Mean Gender Pay Gap</b>	<b>19%</b>
<b>Median Gender Pay Gap</b>	<b>4.6%</b>
<b>Mean Bonus Pay Gap</b>	<b>0%</b>
<b>Median Bonus Pay Gap</b>	<b>0%</b>

#### Breakdown

	<b>Males in Quartile</b>	<b>Females in Quartile</b>
<b>Lower Quartile</b>	<b>14.1%</b>	<b>85.9%</b>
<b>Lower Middle Quartile</b>	<b>14.2%</b>	<b>85.8%</b>
<b>Upper Middle Quartile</b>	<b>14.2%</b>	<b>85.8%</b>
<b>Upper Quartile</b>	<b>32.3%</b>	<b>67.7%</b>

In line with industry trends, the majority of the workforce are females based in care, domestic and administration roles. However, there are higher levels of males in the upper quartile compared to the lower quartiles. The greater proportion of male workers to female workers at middle management and senior level positions creates a gender pay gap.

### **Supporting Statement**

Nazareth Care Charitable Trust aims to be a fair and progressive employer and is committed to tackling inequality and diversity.

We encourage women equal access to senior positions as we also encourage men to access care roles. A restructure in April 2021 was introduced at executive board level to bring greater diversity to the team. Personal development is encouraged organisation wide to support succession development.

The organisation continues to review flexible working for male and female workers in line with the flexible working policy.

Reviews of the pay practices are being carried out with the aim to be above national living wage for our workers who work tirelessly in the sector.