



SOLEHAWK

CARE YOU CAN BELIEVE IN



Solehawk Gender Pay Report 2020: Published 5th October 2021

At Solehawk we pride ourselves on offering a comfortable home away from home in each of our four homes, for all residents no matter the length of their stay. We offer state of the art facilities and our highly trained and qualified teams have the needs and care of their residents at the heart of everything they do.

Whether it be the challenges of the 2020/21 pandemic or whatever else comes our way, we strive to be an open and transparent employer; recruiting, retaining and rewarding our people based on ability and the desire to drive the very best experiences for our people and our residents.

For the 12-month period ending 5th April 2020, this Gender Pay Report comprises of data for all four Solehawk homes:

1. Ashton Court Care Home
2. Craigielea Care Home
3. Kenton Manor Care Home
4. Kenton Hall Care Home

Gender Pay Gap - The difference in pay between men and women

Mean Gender Pay Gap



2020: 6.7%

Median Gender Pay Gap



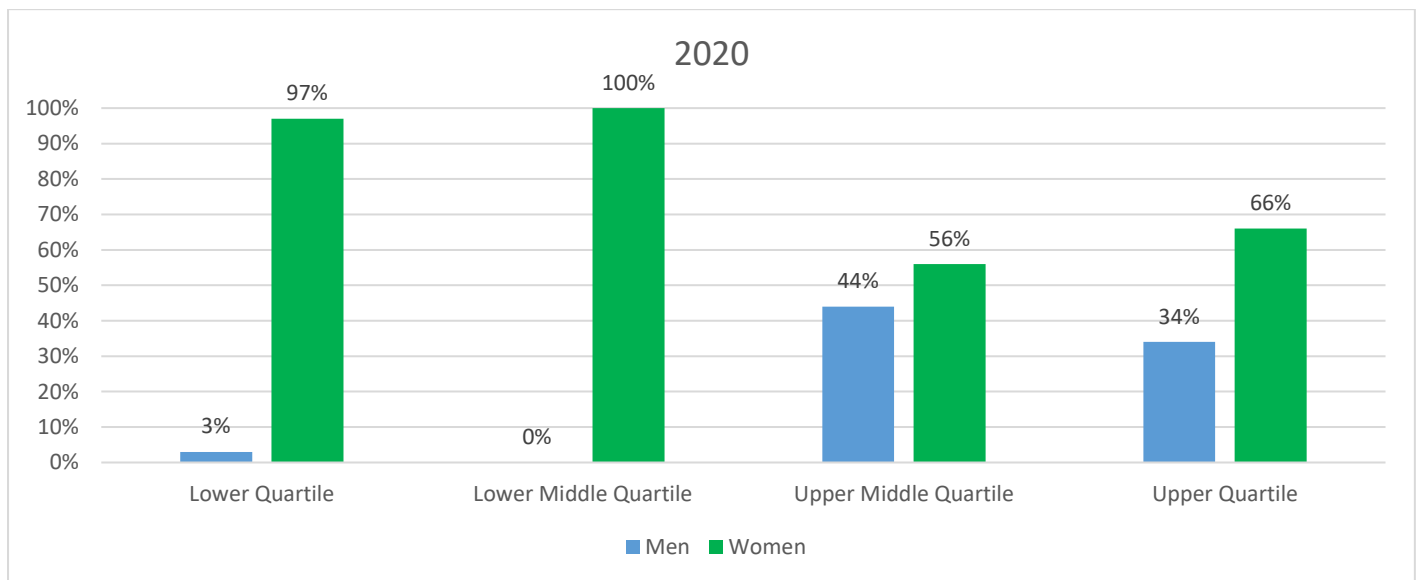
2020: 0%

Gender Bonus Gap: The difference in bonus payments between men and women

	2020
Mean bonus gender pay gap	0%
Median bonus gender pay gap	0%
% males receiving a bonus payment	0%
% females receiving a bonus payment	0%

Whilst bonus schemes are in place for our homes, no payments were made during the 12-month period ending 5th April 2020.

Pay Quartiles by Gender



Observations

Gender Pay Gap

Our Mean Gender Pay Gap of 6.7% is modest and impacted by a very small number of senior roles occupied by male colleagues. The fact that we have no Median Gender Pay Gap is indicative of the consistent/ none gender bias application of pay levels across our workforce.

Bonus payments

We have a manager's bonus scheme in place for all our homes. Payment is subject to the home achieving key performance metrics. Gender is in no way a factor when enrolling employees to the scheme or calculating payments. Whilst no payments were made in the 12-month period ending 5th April 2020, there were payments in subsequent years.

Pay Quartiles

Consistent with the wider demographic in the care sector, it is clearly apparent that the majority of our people are female. What's more, the vast majority of our male colleagues work in higher paid roles, occupying just 3% in the Lower Quartile and 44% and 34% in the Upper Middle and Upper Quartiles respectively. There are of course still greater proportions of female colleagues in these quartiles.

All appointments are made on merit plus our development schemes including the deputy manager development programme, Nursing Assistants programme and apprenticeship schemes are accessible to all our people regardless of gender. As such, we aim to grow our own people at all levels, regardless of gender.

Ways of Working and Monitoring

As a business, we continue to recruit, train, remunerate and engage our people regardless of gender.

Following Brexit (the end of free movement) and the Coronavirus Pandemic, the care sector continues to experience recruitment challenges however we continually strive forward and our team explore/ implement recruitment practices that aim to reach all corners of the jobs market (including 'hard to reach groups').

Our manager's bonus schemes are used to recognise and reward the efforts of our people and align specifically to governance, safety, and the experience of our residents. The schemes are applicable to managerial job roles and gender is not a factor when setting targets or enrolling managers.

To further support the career development of our people, 2021 and 2022 will see the continuation of opportunities for leadership development (at all levels), apprenticeships and other learning tools. These will be accessible for employees regardless of gender.

In addition to the above, we will:

- ✓ Incorporate unconscious bias (including gender) in our training that will be delivered to all hiring managers
- ✓ Monitor our Gender Pay Gap periodically, using calculations consistent with those used to generate this report

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