



SOLEHAWK

CARE YOU CAN BELIEVE IN



Solehawk Gender Pay Report 2022: Published 4th April 2023

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 Coronavirus pandemic or challenges associated with recessions and the cost of living, 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 2022, 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



2022: 5.9%
2021: 8.8%
2020: 6.7%

Median Gender Pay Gap



2022: 0%
2021: 0%
2020: 0%

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

	2020	2021	2022
Mean bonus gender pay gap	0%	26%	39%
Median bonus gender pay gap	0%	19%	0%
% males receiving a bonus payment	0%	98%	90%
% females receiving a bonus payment	0%	100%	100%

For the 12-month period ending 5th April 2022, bonus payments related to two different types of bonus scheme:

- 1) Manager schemes relating to financial and service/quality measures. Payment is calculated based on specific measures and gender is in no way a factor.
- 2) Schemes for all staff, to recognise their hard work during the challenges of the pandemic. These were made to almost every individual (90% of males and 100% of females).

Pay Quartiles by Gender



Observations

Gender Pay Gap

Our Mean Gender Pay Gap remains modest (5.9%) and is impacted by a very small number of senior roles occupied by male colleagues. The fact that for the third year we have no Median Gender Pay Gap is indicative of the consistent/ none gender bias application of pay levels across our workforce.

Bonus payments

Bonus payments made in the 12-month period ending 5th April 2022 related to two core types of scheme; those for managers that rewarded performance based on financial/ care metrics, and those that recognised the hard work of all our people during the challenges of the pandemic. Whilst we did see a Mean bonus gender pay gap of 39%, this is driven by a smaller number of individuals who are eligible for a scheme measured on financial/ care metrics. Gender did not play a part. As with pay, the fact that we had no Median bonus gender pay gap is indicative of the consistent/ none gender bias application of bonuses across our workforce.

Pay Quartiles

Consistent with the wider demographic in the care sector, it is clearly apparent that most of our people are female. In a positive development since 2021, the 2022 snapshot shows a far greater proportion of females in our more senior positions. The proportion of females occupying roles in the Upper Quartile has increased from 29% to 75%. The proportion of females occupying roles in the Upper Middle Quartile has increased from 90% to 95%.

We continue to support Home Managers and Deputy Managers with coaching, leadership development and training relating to care provision, quality assessment and governance. In addition, we continue to develop our care staff at all levels, with induction and training plans for all roles and the likes of the Assistant Practitioner programme providing an additional career path. We aim to grow our own people at all levels, regardless of gender. In addition, our apprenticeship programmes continue to prosper, with 87% of our apprenticeships occupied by females.

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), the Coronavirus Pandemic, and the challenges associated with recessions/the cost of living; 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, 2023 and 2024 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

Richard Adams

Richard Adams
HR Director