

Your Health Limited – Gender Pay Gap Report April 2017

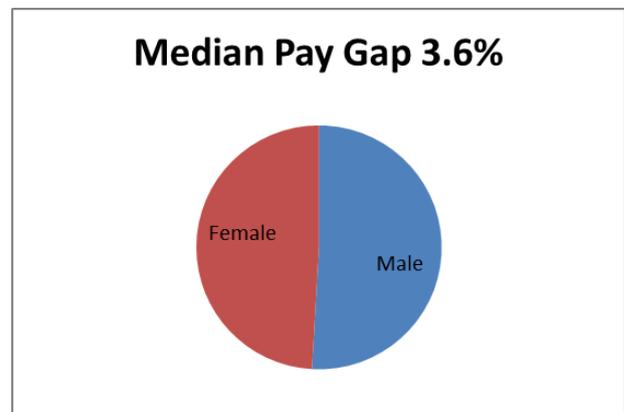
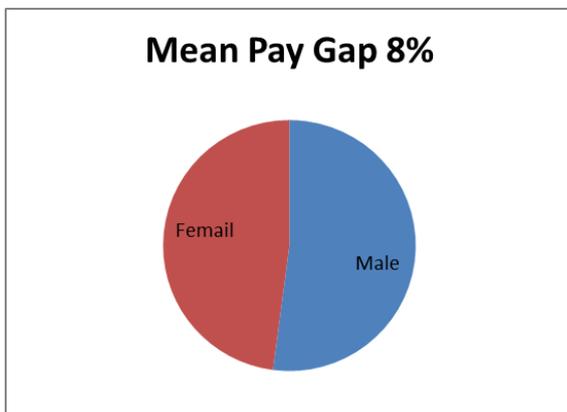
Your Health Limited offers a high standard of care in a relaxed, friendly environment and has a range Residential Care and Nursing homes across England and Wales. Our vision is to ensure that our service users are able to enjoy a freedom of lifestyle whilst receiving excellent levels of care.

We are committed to providing equality of opportunity to all our staff and all employees receive a salary in accordance with our pay scales which are reviewed annually. Everyone is paid the same rate for the job regardless of gender.

While the gender pay gap in our organisation is substantially below the national average, we are confident that this demonstration of our approach to openness, equality and fairness will help to close the gap in coming years.

In common with many care businesses, female employees greatly outnumber male –88% to 12%, but a small number of more highly paid male tradesmen in our maintenance organisation skews the figures. If we look at the salaries of just our care staff, there is no gap between male and female pay.

The gap between mean¹ female hourly pay and mean¹ male hourly pay is 8% of average male pay compared to a national average gap of 18%. The gap between median² hourly pay of women and men is smaller at 3.6%.



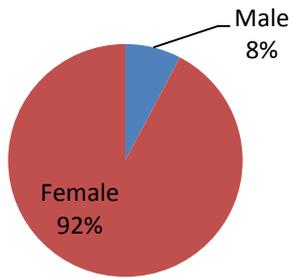
¹ Mean (average) is calculated by adding the hourly pay rates and dividing by the number of male and female employees.

² Median is the hourly rate of the man or woman who is in the middle of the list of hourly rates.

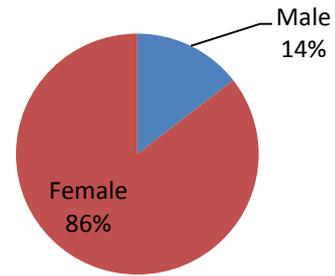
Hourly Pay by Quartile

When analysed by quartile, men make up on average 10% of the bottom 3 quartiles, but are nearly a quarter of the top quartile.

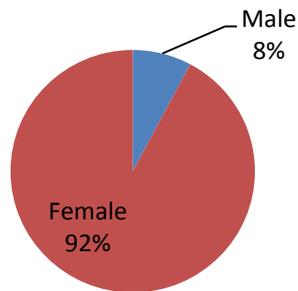
**Lower Quartile
Mean Gender Pay Gap 2.2%**



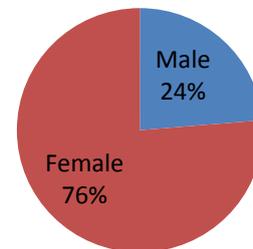
**Lower Middle Quartile
Mean Gender Pay Gap 0%**



**Upper Middle Quartile
Mean Gender Pay Gap -0.6%³**



**Upper Quartile
Mean Gender Pay Gap -4.3%³**

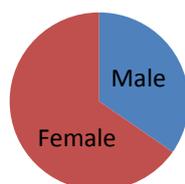


³ A negative gender pay gap means that women's hourly pay is higher than men's.

Bonuses

A small number of staff were paid some form of performance-related bonus in the 12 months to 5 April 2017: 9.8% of the men and 4.5% of the women. However the mean and median bonuses paid to women were significantly higher than those paid to the men resulting in negative gender pay gaps.

**Mean Bonus Pay
Gap -67.4%**



**Median Bonus Pay Gap
-88.5%**

