



Gender Pay Gap Report

October 2021

Your Health Limited offers a high standard of care in a relaxed, friendly environment and has a range of residential and nursing homes in England. 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.

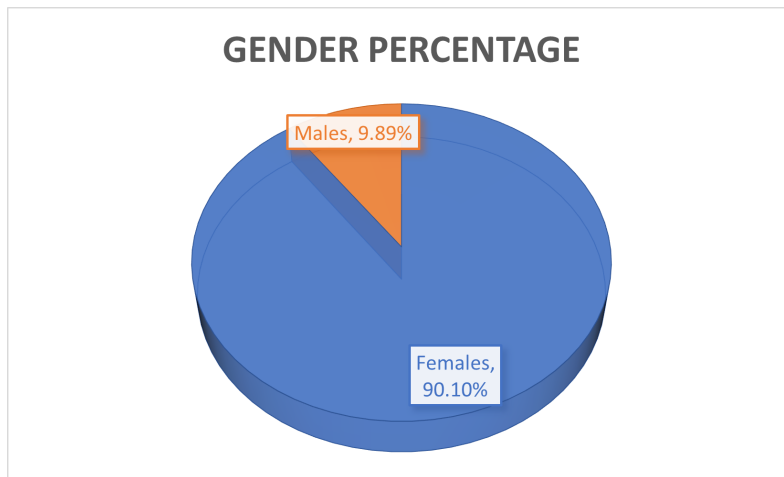
While the gender pay gap in our organisation is substantially below the national average we are confident that this demonstration of our approach to openness, equality and fairness will help to close the gap in coming years.

The data includes all staff paid via the payroll including Executives, Managers, hourly paid staff members -both part time and full time. There are no contractors paid via the payroll and therefore no contractor information has been included in the calculations



Your Health Limited’s snap shot date of 5th April 2020

In our care homes the majority of our employees are female and this is broadly reflective of the care sector’s demographics. Due to the relative flexibility on working hours the industry tends to attract more females workers than males.



Gender pay & bonus gap

Difference between Males and Females	Mean (Average)	Median (Middle)	National gender pay gap in the UK in 2020
YHL Gender Pay Gap %	4.46%	4.98%	15.5%

There is a small mean gender pay gap of 4.46%, this has decreased by 1.54% from 6% in 2018, and this is well below the national average of 15.5%. The median pay gap of 4.98% is a further reduction in the 2018 figure of 5.5%.

Whilst we are pleased our pay gap is well below the national average we are aiming for there to be no gender pay gap in the coming years and are committed to providing equal opportunities for all.

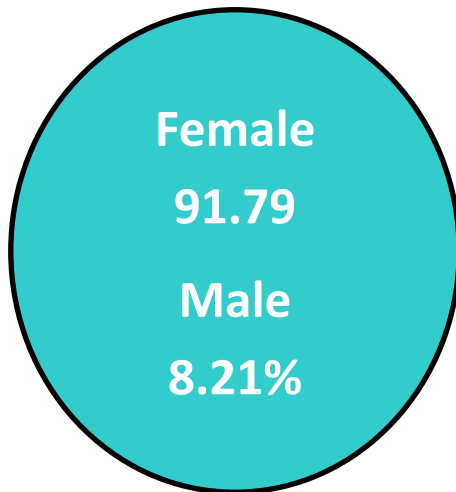
Bonuses– All bonuses were paid to females staff during this period due to all roles where bonuses were applicable being managerial roles, which at the time were occupied by female staff.

Pay Quartiles



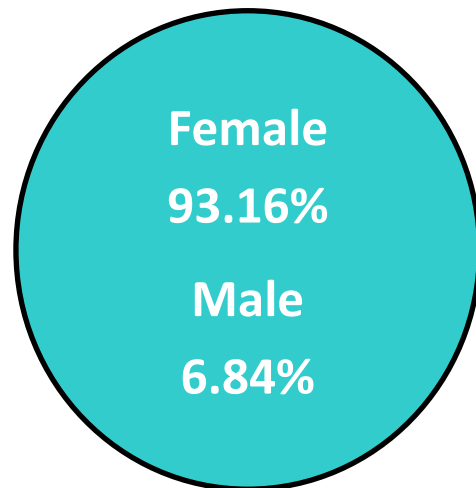
Lower Quartile 1

Mean gender pay gap 0.7%



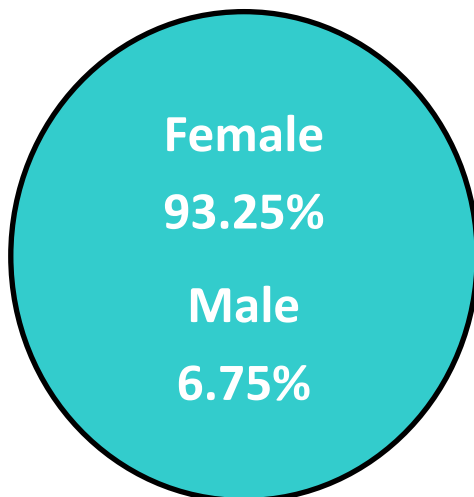
Lower Middle Quartile 2

Mean gender pay gap 0.34%



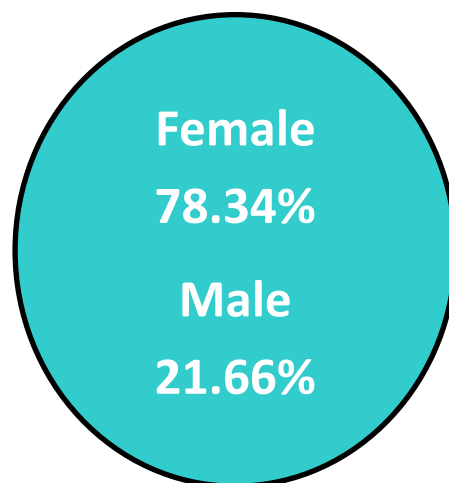
Upper Middle Quartile 3

Mean gender pay gap 0.86%



Upper Quartile 4

Mean gender pay gap -10.0% *



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

In all quartile except the upper quartile the mean gender pay gap is less than 1%. An explanation for the high mean gender pay gap of 10% in the upper quartile is because a high proportion of the managerial roles within the company are occupied by females, which is common in the care industry.