



# **Gender Pay Gap Report**

## **April 2023**

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.

Since our last report we have invested heavily in improving the employee experience and in doing so we have also reduced the gender pay gap.

Having clear and consistent pay structures helps us to ensure that all employees are rewarded in line with their skills and experience.

Although we do have a more predominate female population we are pleased to see more interest in our available roles from male candidates.

The Senior Management team over the reporting period, was 60% female and 40% male, whilst the Administration staff was 28.5% male and 71.5% female.

We are investing in the development of all of our staff and Home Managers to enable us to attract and retain the best talent in the market place.

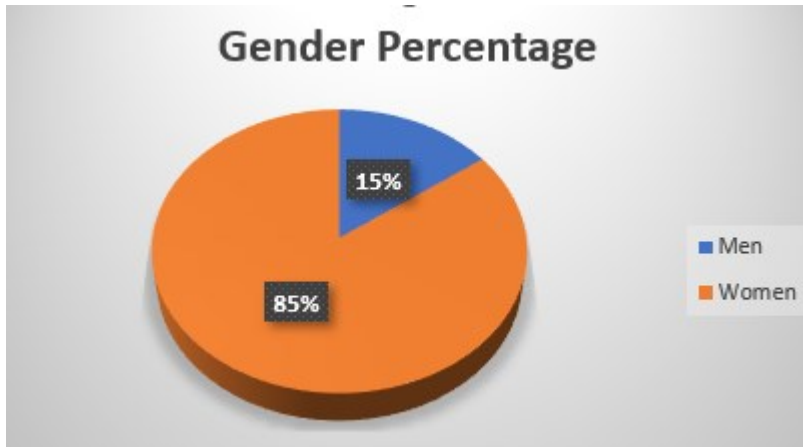
While the gender pay gap in our organisation is below the national average our aim is continue to close the gap further. We are confident that we have an excellent approach to openness, equality and fairness within our policies, procedures and day to day engagement with our staff and that this will help 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 2023

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 2023
YHL Gender Pay Gap %	-0.4%	-1.189%	14.3%

We have worked extremely hard since the last reporting period to close the gap in payments. In doing so we can report that there is a small mean gender pay gap of -0.40% and a median pay gap of -1.189%. These figures fall well below the national average of 14.3%.

Our aim is to reduce the gap further in the coming years demonstrating our commitment to providing equal opportunities for all.

The Mean Bonus pay gap for this reporting period is 42%. This is due to the majority of the middle management, who attract bonus payments being female, however, the criteria for achieving the bonus is the same for both male and female. The Median Bonus pay gap is 0%. Bonus payments were paid to all staff during this period, bonuses included, gift vouchers, long service awards, annual bonus payments and allowances. As the criteria for the Gender Pay Gap Report requires us to use these figures in our calculations and subsequent reporting, we find the final figure shows an unrepresentative view of real bonus payments during this period. For example the majority of our staff receive gift vouchers for £25.00.

# Pay Quartiles



## Lower Quartile 1

Mean gender pay gap -0.66%

Female 84.84 %  
Male 15.15%

## Lower Middle Quartile 2

Mean gender pay gap 1.19%

Female 86.15 %  
Male 13.84%

## Upper Middle Quartile 3

Mean gender pay gap -1.17%

Female 83.33 %  
Male 16.66 %

## Upper Quartile 4

Mean gender pay gap -8.14 %

Female 84.61 %  
Male 15.38 %

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

In all quartiles except the upper quartile the mean gender pay gap is no more than 1.2%. An explanation for the high mean gender pay gap of -8.14% is that there are more women in senior management roles than men, however, the gap for this quartile has seen a reduction since our last report.