



Gender Pay Gap Report

March 2021—Reported 01/04/2022

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.

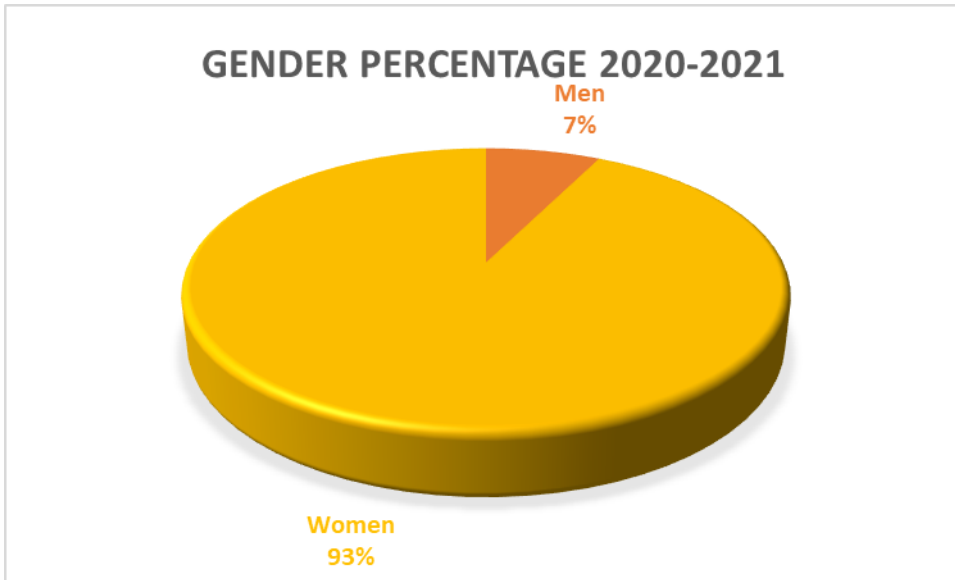
While the gender pay gap in our organisation is substantially below the national average we are confident that this demonstration of our approach to openness, equality and fairness will help to close the gap in coming years.

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 31st March 2021

In our care homes the majority of our employees are female and this is broadly reflective of the care sector’s demographics. We 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 2021
YHL Gender Pay Gap %	7.61%	5.96%	15.4%

There is a small mean gender pay gap of 7.61% and the median pay gap of 5.96% both are higher than last years figures, but still well below the national average.

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.

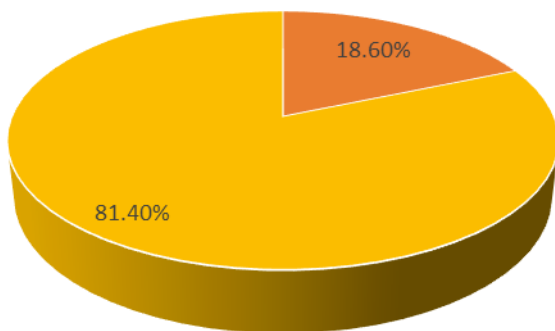
Pay Quartiles



Lower Quartile 1

Mean gender pay gap 0.93%

Lower Quarter

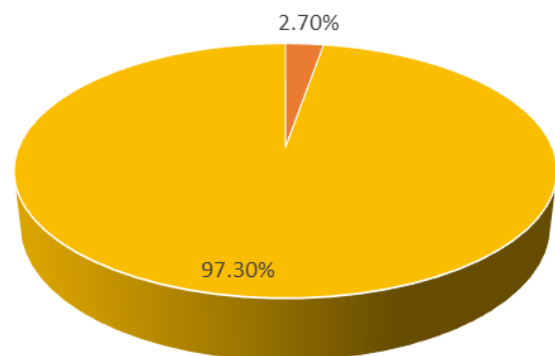


Male Female

Lower Middle Quartile 2

Mean gender pay gap 0.8%

Lower Middle Quarter

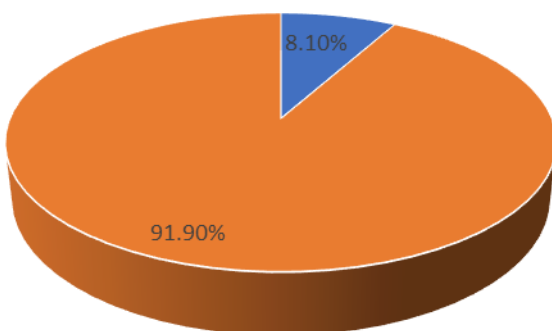


Male Female

Upper Middle Quartile 3

Mean gender pay gap 1.72%

Upper Middle Quarter

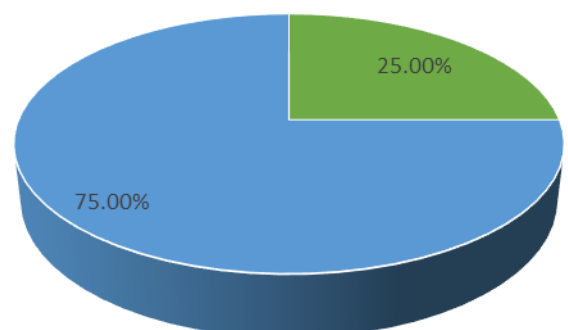


Male Female

Upper Quartile 4

Mean gender pay gap -6.0%

Upper Quarter



Male Female

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

There has been an increase in males interested in care positions, and this has reflected in our recruitment of males in the lower quartile– seeing an increase of 10.45% against the previous year’s report

There is a greater GPG in the Upper Middle from 0.86% to 1.72%, this is reflected in the increase in female staff being promoted into more senior roles within the care homes and a small number of males working in similar paid roles.

In all quartiles except the upper quartile the mean gender pay gap is less than 2.0%.

An explanation for the mean gender pay gap of minus 6% in the upper quartile is because a high proportion of the managerial roles within the company are occupied by females, however the GPG has reduced from minus 10% last year, and there is a higher proportion of men in the upper quarter than the previous year.

Bonus payment

Across the company there is a higher percentage of staff who are male receiving bonuses (17.5%), compared to only 10.19% of female staff.

The median bonus amount for male staff is 60% higher than the median bonus amount female staff.

However this is inconsistent with the overall bonus payments paid across the group where more female staff received bonuses and also at a higher rate.

Overall the bonuses paid to male staff are 65% lower than bonuses paid to female staff. This is generally due to female staff occupying more Managerial roles, which is common in the care sector.

END OF REPORT