

## Burlington Care Ltd's Gender Pay Gap Report 2019

This is Burlington Care's third Gender pay report, the main business remains the provision of nursing, residential and domiciliary care with centralised management, maintenance and administration functions.

Burlington's overall workforce gender split remains the same as last year at 85% female and 15% male which is in line with the care sector's industry norm. However the female contingent within the upper quartile of employees has increased.

We are confident that both male and female employees are remunerated equally for doing the same job within the organisation as pay rates are based on job type. Burlington does however have a slightly higher male to female ratio in the upper quartile mainly due to maintenance staff, attributable to female skill shortages in these areas nationally.

### The Figures

The Mean difference between male and female pay is 0.33% with male staff being the higher earners. This is a further reduction from the previous year's difference which was 3.26% with males being the higher earners.

The Median has maintained the parity between male and female employees at 0.00% which it achieved the previous year.

### Proportion of Males to Females in quartiles

		2019	2018	2017		2019	2018	2017
Lower	Male	14.41%	14.61%	12.92%	Female	85.59%	85.39%	87.08%
Lower Mid	Male	12.67%	12.84%	13.40%	Female	87.33%	87.16%	86.60%
Upper Mid	Male	14.41%	13.24%	13.46%	Female	85.59%	86.76%	86.54%
Upper	Male	16.74%	20.18%	19.14%	Female	83.26%	79.82%	80.86%

### Burlington did make bonus payments for the first time in 2019

Bonus Paid	Male	0.00%	Female	1.06%
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As only female staff were paid a bonus during the reporting period there is no Mean or Median difference to report.

The Care Home sector predominantly employs a female workforce. Burlington is no exception to this although it must be pointed out that it is the ability to perform the job that is the main employment criteria.

Richard Hoggart

Managing Director