

Burlington Care (Yorkshire) Ltd's Gender Pay Gap Report 2019

This is Burlington Yorkshire's second Gender pay report, the business provides provision on nursing and residential care with centralised management and administration functions.

Burlington Yorkshire overall workforce is 88% female and 12% male for the reporting period which is a 1% increase in male staff since the last report.

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 Yorkshire has reduced its proportion of males in the upper quartile and also increased male representation in the lower quartile.

The Figures

The Mean difference between male and female pay is 8.59% with male staff being the higher earners.

The Median difference between male and female pay is 6.43% with male staff being the higher earners.

Proportion of Males to Females in quartiles

		2019	2018		2019	2018
Lower	Male	8.14%	2.44%	Female	91.86%	97.56%
Lower Mid	Male	8.24%	13.58%	Female	91.76%	86.42%
Upper Mid	Male	12.79%	8.64%	Female	87.21%	91.36%
Upper	Male	17.65%	18.52%	Female	82.35%	81.48%

Burlington Yorkshire did make a bonus payment for the first time in 2019

Bonus Paid	Male	0.00%	Female	0.33%
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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