

## Burlington Care Ltd's Gender Pay Gap Report 2018

This is Burlington Care's second 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.

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 3.26% with male staff being the higher earners. This is a reduction from the previous year's difference which was 4.29%.

The Median has achieved parity between male and female employees at 0.00% this again is a difference from the previous years where the median difference between Male and Female staff was 0.40% with male staff being the higher earners.

Burlington did not make any bonus payments to any staff male or female during the reporting period.

### Proportion of Males to Females in quartiles

		2018	2017
Lower	Male	14.61%	12.92%
	Female	85.39%	87.08%
Lower Mid	Male	12.84%	13.40%
	Female	87.16%	86.60%
Upper Mid	Male	13.24%	13.46%
	Female	86.76%	86.54%
Upper	Male	20.18%	19.14%
	Female	79.82%	80.86%

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