

Burlington Care (Yorkshire) Ltd's Gender Pay Gap Report 2018

Burlington Yorkshire provides provision on nursing, residential and domiciliary care with centralised management and administration functions. The business only started trading late in 2017 and inherited most employees as they were TUPE'd across late in the reporting period.

Burlington Yorkshire overall workforce is 89% female and 11% male which is a higher ratio than Burlington Care but 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 Yorkshire does have a 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 8.37% with male staff being the higher earners.

The Median difference between male and female pay is 6.25% with male staff being the higher earners.

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

Proportion of Males to Females in quartiles

Lower	Male	2.44%	Female 97.56%
Lower Mid	Male	13.58%	Female 86.42%
Upper Mid	Male	8.64%	Female 91.36%
Upper	Male	18.52%	Female 81.48%

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