



Jane Lewis Nursing t/a Chester Healthcare Ltd

Gender Pay Gap Report for 5th April 2018

Background

The Directors are pleased to present Jane Lewis' Gender Pay Gap Report for April 2018.

We will initially set out the headline figures regarding any gender pay gaps, and the possible reasons behind any such gaps. We will then consider what else we can do to reduce, and eventually do away with entirely, any gender pay gap.

The data

- The mean gender pay gap for Jane Lewis is 1.21%
- The median gender pay gap for Jane Lewis is -2.70%
- The mean gender bonus gap for Jane Lewis is -369.17%
- The median gender bonus gap for Jane Lewis is 18.77%
- The proportion of male employees in Jane Lewis receiving a bonus is 13%
- The proportion of female employees receiving a bonus is 12%

Any positive sum indicates that men are being paid more than women, and a negative sum indicates that women are being paid more than men. The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay quartiles by gender

Band	Males	Females	Description
A	0%	100%	Includes all employees whose standard hourly rate places them in the lower quartile
B	32%	68%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	15%	85%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	15%	85%	Includes all employees whose standard hourly rate places them above the upper quartile

What does this data mean?

It demonstrates that there are gender pay issues to be considered, from the perspective of both male and female employees.

Jane Lewis is committed, and has been for many years, to the principles of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. The gender pay issues identified above have come about because of the number of males and females working in different roles, with different rates of pay.

What are the reasons for this gender pay gap?

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is not necessarily reflected in the make-up of Jane Lewis's workforce, where the majority of line manager and senior manager roles are held by women. In addition, the majority of the care staff recruited are also women. This is not uncommon in the care sector.

This can be seen above in the table depicting pay quartiles by gender. This shows Jane Lewis's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Jane Lewis 100% of the employees in Band A are women and there are no men. The percentage of male employees remains lower throughout the remaining Bands.

How does Jane Lewis's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Jane Lewis pay gap compares favourably with that of other organisations within our sector and more broadly.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.2%. At 1.21%, Jane Lewis's mean gender pay gap is, therefore, significantly lower than both that for the whole economy.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%. At -2.70% Jane Lewis does not have a median gender pay gap and is therefore, significantly lower than both that for the whole economy.

There is no mean gender bonus gap at -369.17% and the median gender bonus gap for Jane Lewis is significantly lower than the whole economy and for our sector.

The proportion of men at Jane Lewis who received a bonus in the 12 months up to 5 April 2018 was 13% while for women this was 12%. This reflects a larger number of employees are female due to the nature of the business.

What is Jane Lewis doing to address its gender pay gap?

While Jane Lewis's gender pay gap compares very favourably with other organisations this is not a subject about which Jane Lewis is complacent, and it is committed to doing everything that it reasonably can to improve and maintain the equality in pay for men and women. However, Jane Lewis also recognises that its scope to act further is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make. It is a fact that the healthcare sector historically has significantly more female than male applicants, but this is slowly changing as equality of opportunity for all becomes more prevalent.

To date, the steps that Jane Lewis has taken to promote gender diversity in all areas of its workforce include the following:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, in 2017 Jane Lewis introduced gender monitoring to understand:
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions;
 - the proportions of men and women leaving the organisation and their reasons for leaving;

- the numbers of men and women in each role and pay band;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.
- **Flexible working:** The nature of the Jane Lewis business is to recruit care workers on flexible terms and conditions to suit both male and female workers. The flexible working conditions are promoted in our job adverts on the company website and on social media campaigns. There are a number of office staff both male and female including managers who work flexible working patterns.
- **Supporting parents:** Jane Lewis has developed new guidelines for managers on supporting employees prior to, during and on return from maternity/paternity and other parental leave, to be backed up by training for all line managers and senior managers. Roll-out of the guidelines commenced in 2017.

In the coming year, Jane Lewis will continue its work on addressing any pay gender imbalance, including reviewing its policy on bonus payments. Any further initiatives launched throughout the year will be reported on the company intranet.

Summary

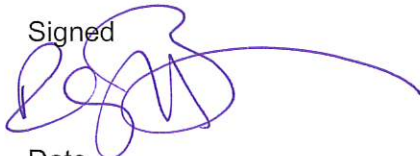
Jane Lewis is committed to eliminating any gender pay gaps in its workforce.

We are pleased to see that our gender pay gap is significantly better than many other businesses in our sector and more broadly, but we will not rest on our laurels.

We will continue to actively address any gender pay gap, to ensure that all our employees have true equality of opportunity and go on to have happy, satisfying and rewarding careers with Jane Lewis.

I, Becky Garnett-Buchma, Managing Director, confirm that the information in this statement is accurate.

Signed



Date

5/4/19