

NorseCare Gender Pay Report

NorseCare has over 1,700 staff across 34 care settings offering support within housing with care, residential care, dementia specialist care and a physical disability care setting.

We are naturally passionate about the people who work for us and about employing a diverse workforce. We welcomed the opportunity to share our gender pay gap last year and similarly this year we are pleased to publish a reduced gap alongside our plans and ambition to close the gap even further.

It is worth highlighting some key facts about NorseCare, and the current profile of our organisation:

- We have a female Managing Director
- 3 out of 4 of the Senior Leadership Team are women
- 68% of our wider management team are female
- Our overall workforce is 89% female and 11% male
- We have clear pay-scales in place, paying fixed rates for positions

In light of the above, our mean gender pay gap of **5.3%** is positive as it is significantly below the national average of 8.6%. NorseCare continues with plans to ensure we sustain this significantly low percentage and moreover, work towards closing the gap further as part of our long-term commitment to being a gender-balanced organisation.

Our gender pay gap reflects challenges facing the care sector to continue to encourage more men into the sector, an area we have been paying attention to for some time. Therefore, at NorseCare, our focus will be to continue to encourage male employees into care. This will be achieved via our recruitment and retention strategies, and our ongoing Emerging Talent and Emerging Starts Programmes, which enable men and women to develop into our future leaders.

A small gender pay gap is evident within our support services teams, but more recently this has been addressed via recruitment and we are confident we will see the positive impact of this in forthcoming years. We have a strong commitment to work towards ensuring there is a balance of both males and females in all of our job families throughout the Company and at all levels. To address this we will also continue to offer flexible working arrangements to ensure an even distribution of females at all levels.

Whilst all this positive work takes place, we also recognise that our figures show a relatively large median bonus gap. This is adversely affected by a slightly higher number of operational bonuses that are paid to a group that is predominantly women, compared to a considerably lower number of central support bonus payments paid to a smaller group of roles in which more males are employed. We have a firm commitment to strive to continue to reduce this gap.

We will also continue to invest in evaluating our job roles and pay grades with our fair processes in place to monitor pay and benefits. This is part of our overall commitment to continue to be an employer of choice.

Gender Pay Key Facts

1. The median difference between men and women’s pay is -0.3%; therefore women are paid very slightly more
2. The mean difference between men and women’s pay is 5.3%, which again is very favourable against the national average of 8.1%.
3. 2.4% of men receive a bonus compared with 1% of our women.
4. The median bonus gap is 18.9%, in favour of men.
5. The mean bonus gap is lower than the median, it is 13.3% in favour of men.
6. Our quartile figures are detailed below:

	Male	Female		Male	Female
Upper Quartile	12.1%	87.9%	Lower Middle Quartile	9.5%	90.5%
Upper Middle Quartile	9.5%	90.5%	Lower Quartile	12.6%	87.4%

This data is accurate as at 5 April 2018, and timely information has been provided to the government website.