



# Gender Pay Gap Reporting 2022



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Legislation introduced in April 2017 states that employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between male and female employees.

April 2022 was the first year that Health and Social Care Services Limited were required to report due to employing less than 250 employees in the previous reporting years.

We are required to report the mean and median hourly rate, mean and median bonus paid during the year, the percentage of male and female employees that received a bonus, and the percentage of male and female employees.

## HASCS Pay Gap Figures

- **Mean Pay Gap**
- Women's hourly rate is -19.5%
- **Median Pay Gap**
- Women's hourly rate is 3.9%

The mean (average) and median (midpoint) **hourly pay gap** figures are based on comparing men and women's hourly rates within the company. The gap shows the difference in the mean and median pay of each. A negative figure indicates that the rate for women is higher.

## HASCS Bonus Pay Gap Figures

- **Mean Bonus Gap**
- Womens' bonuses are 32%

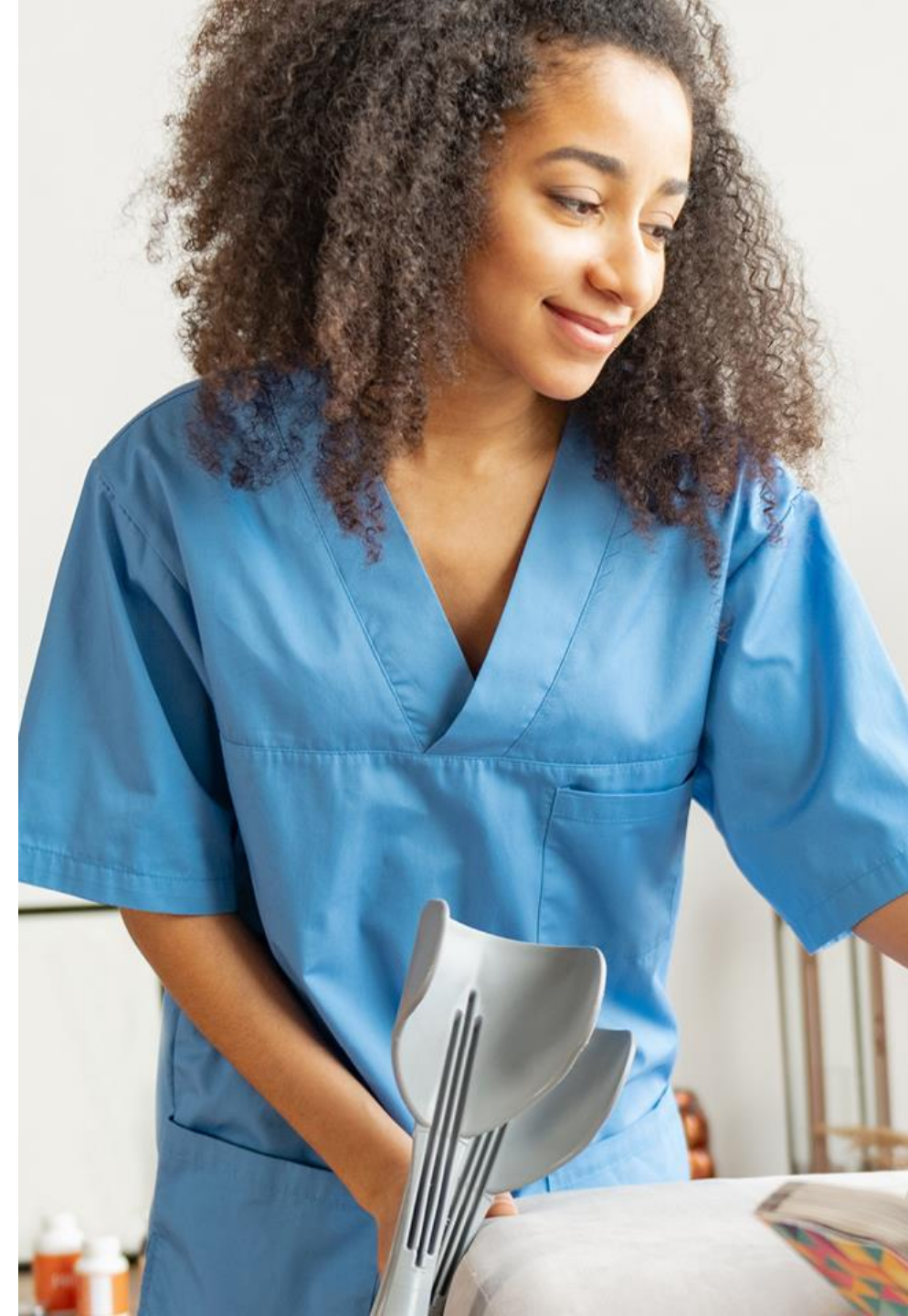
	Bonus Received	No Bonus
<u>Female</u>	64%	36%
<u>Male</u>	65%	35%

- **Median Bonus Gap**
- Womens' bonuses are 41.0%

- The **bonus pay gap** refers to bonus payments that were made to male and female employees during the 12 month period prior to the snapshot date.
- The figures above show the mean (average) and median (midpoint) of bonuses paid to male and female staff. Included are also the percentage differences between the numbers of male and female employees that received a bonus.

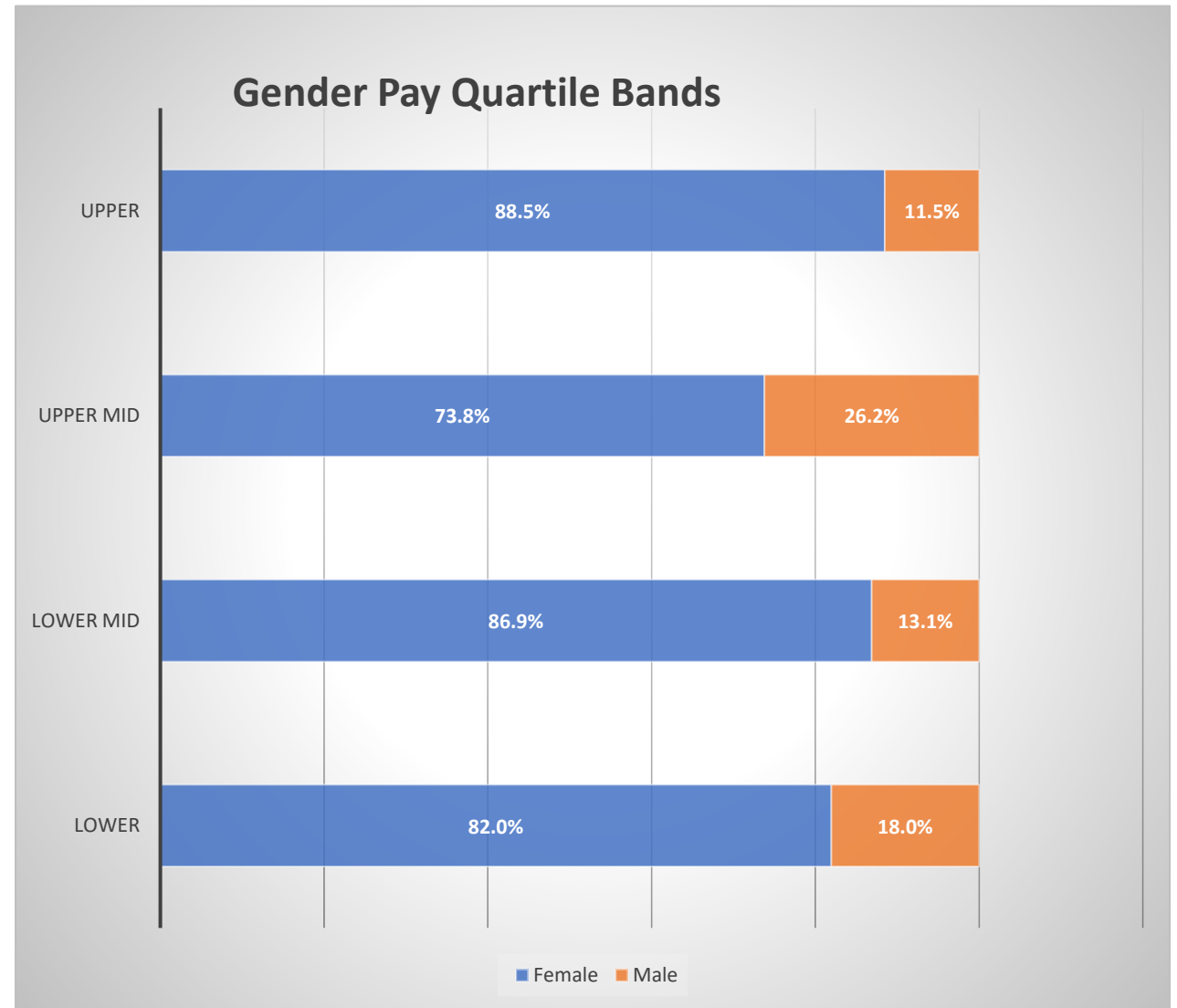


At HASCS we are confident that any gaps in pay or bonuses are not because we pay men or women differently, as our rates, in particular for carers who are the bulk of our workforce, are the same regardless of gender. Any gaps are due to employees working in different roles that attract different salaries.



## HASCS Gender Pay Quartiles

The results reflect the profile of the social care industry whereby there are more female employees than male. However, at HASCS we actively reach out to a diverse pool of candidates when recruiting.



## Gender Pay Gap Pay Quartiles

Pay quartiles are calculated by placing all employees included in the pay gap calculations, in order of pay. The upper quartile are the higher paid employees and the lower quartile are the lower paid employees. This is split into 4 groups to determine the proportion of males and females in each.

## Addressing our Gender Pay Gap

We will be:-

- Implementing and continually reviewing the wages/hourly pay rates for our healthcare professionals.
- Ensuring family friendly policies are reviewed and developed.
- Monitoring our recruitment process to ensure that we are reaching out to a diverse pool of candidates.