



Gender Pay Gap Reporting 2023



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Throughout HASCS we are committed to providing a quality nurse led care service for adults and children with complex care needs within our communities.

We are required to report on the gender pay gap within our organisation.

The data indicates the difference in average hourly earnings and bonuses paid to male and female employees.

Calculations are based on payroll data at 5 April 2023.

HASCS Pay Gap Figures

- **Mean Pay Gap**
 - Women's hourly rate is -28%
- **Median Pay Gap**
 - Women's hourly rate is -5.4%

We have compared men and women's hourly rates within the company to achieve the mean (average) and median (midpoint) **hourly pay gap** figures. The above gap shows the difference in each. However, as the figure is negative, it indicates that the rate for women is higher.

HASCS Bonus Pay Gap Figures

- Mean Bonus Gap

- N/A

Bonus Received

<u>Female</u>	<u>5%</u>
<u>Male</u>	<u>0%</u>

- Median Bonus Gap

- N/A

- The **bonus pay gap** figures refer to bonus payments that were made to male and female employees during the 12 month period prior to the snapshot date.

At HASCS we are confident that any gaps in pay or bonuses are not because we pay men or women differently, as our rates for roles that are alike, for example carers, are the same regardless of gender. Our pay structure is based on roles so any differentiation is based on this and not gender.



Gender Pay Gap Pay Quartiles

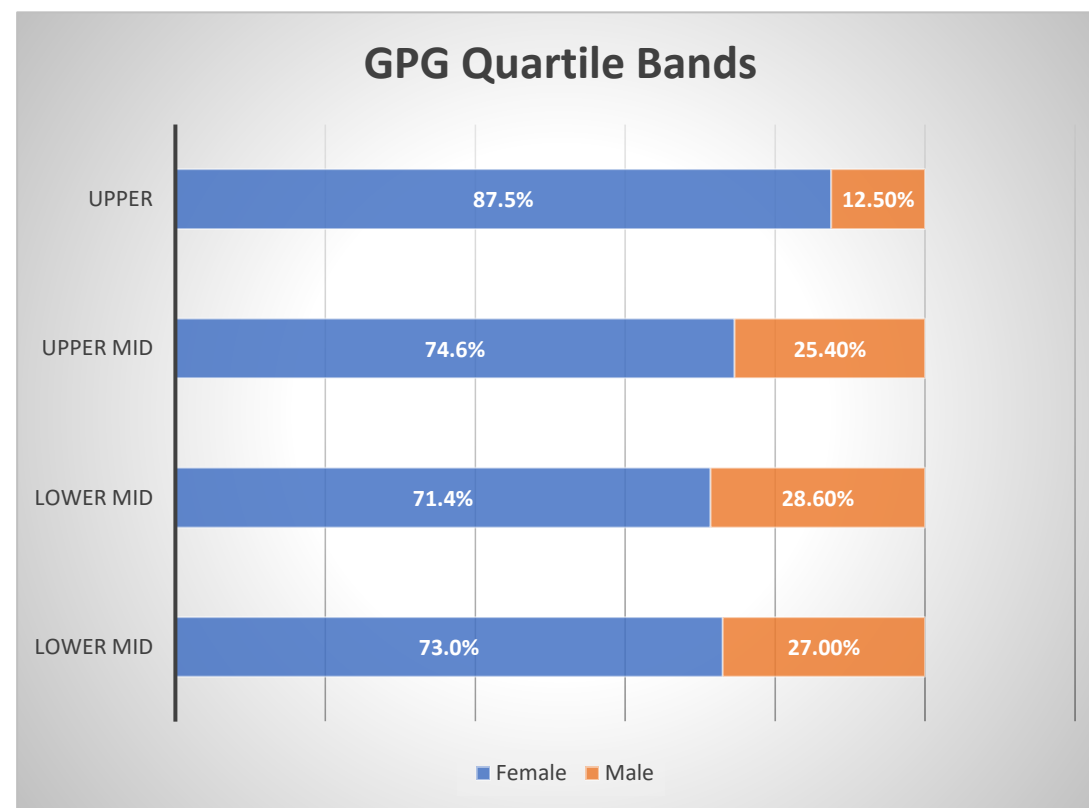
Pay quartiles are calculated by placing all employees included in the pay gap calculations, in order of pay. The upper quartile are the higher paid employees and the lower quartile are the lower paid employees. This split is placed into 4 groups to determine the proportion of males and females in each.



HASCS Gender Pay Quartiles

Our organization has a mix of genders in all role types however, our results do reflect the profile of the social care industry.

There is a higher level of female employees, however there was an increased number of male employees this year within the organization. This figure has risen from 17.2% to 23.3%.



Addressing our Gender Pay Gap

We are:-

- Committed to reviewing the salaries/hourly pay rates for our healthcare professionals to ensure there is no bias based on gender.
- 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.
- Reviewing bonus schemes and seeing how they can be incorporated effectively into our pay structure.
- Encouraging career development across all genders and levels.