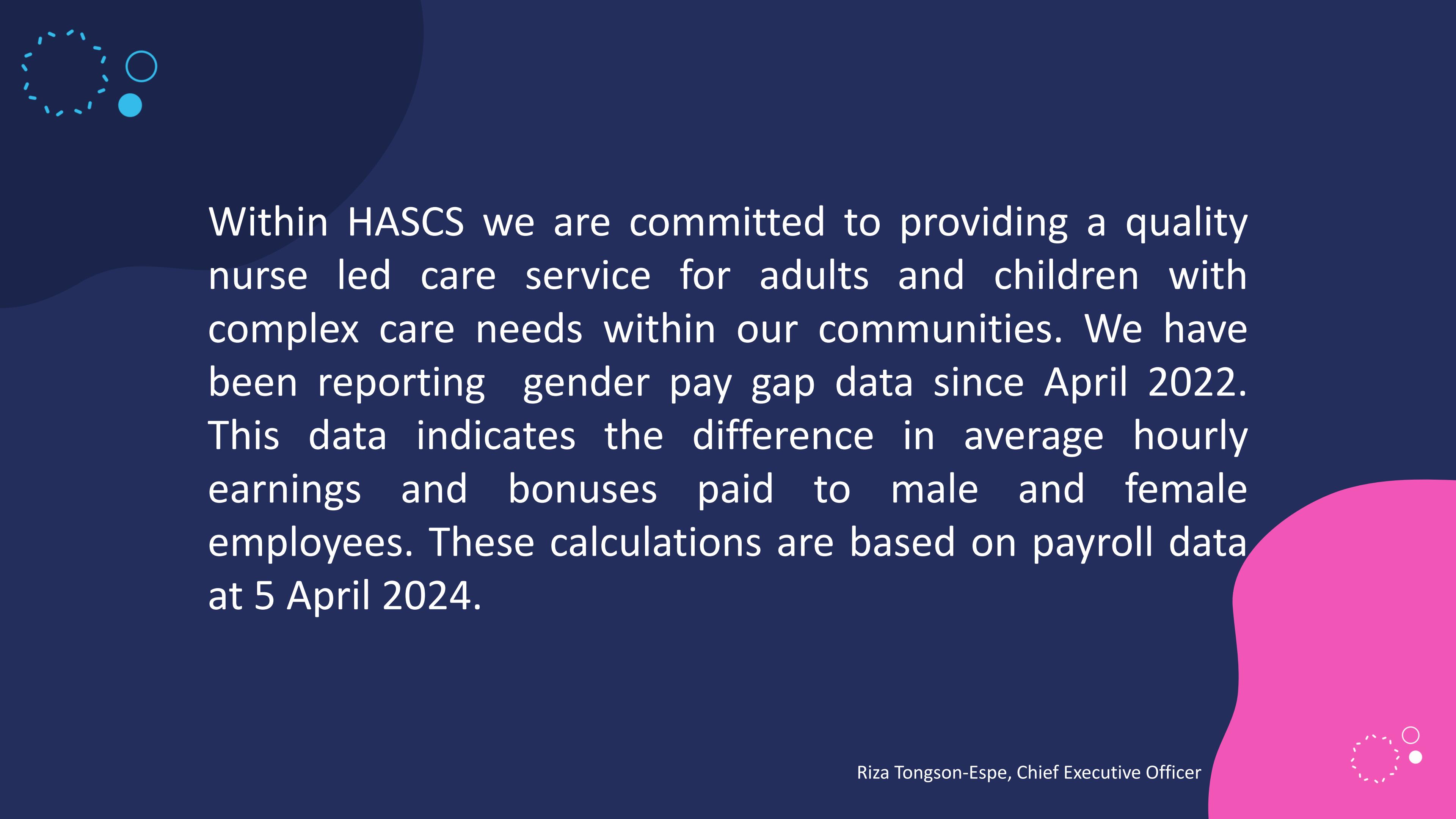


Gender Pay Gap Reporting

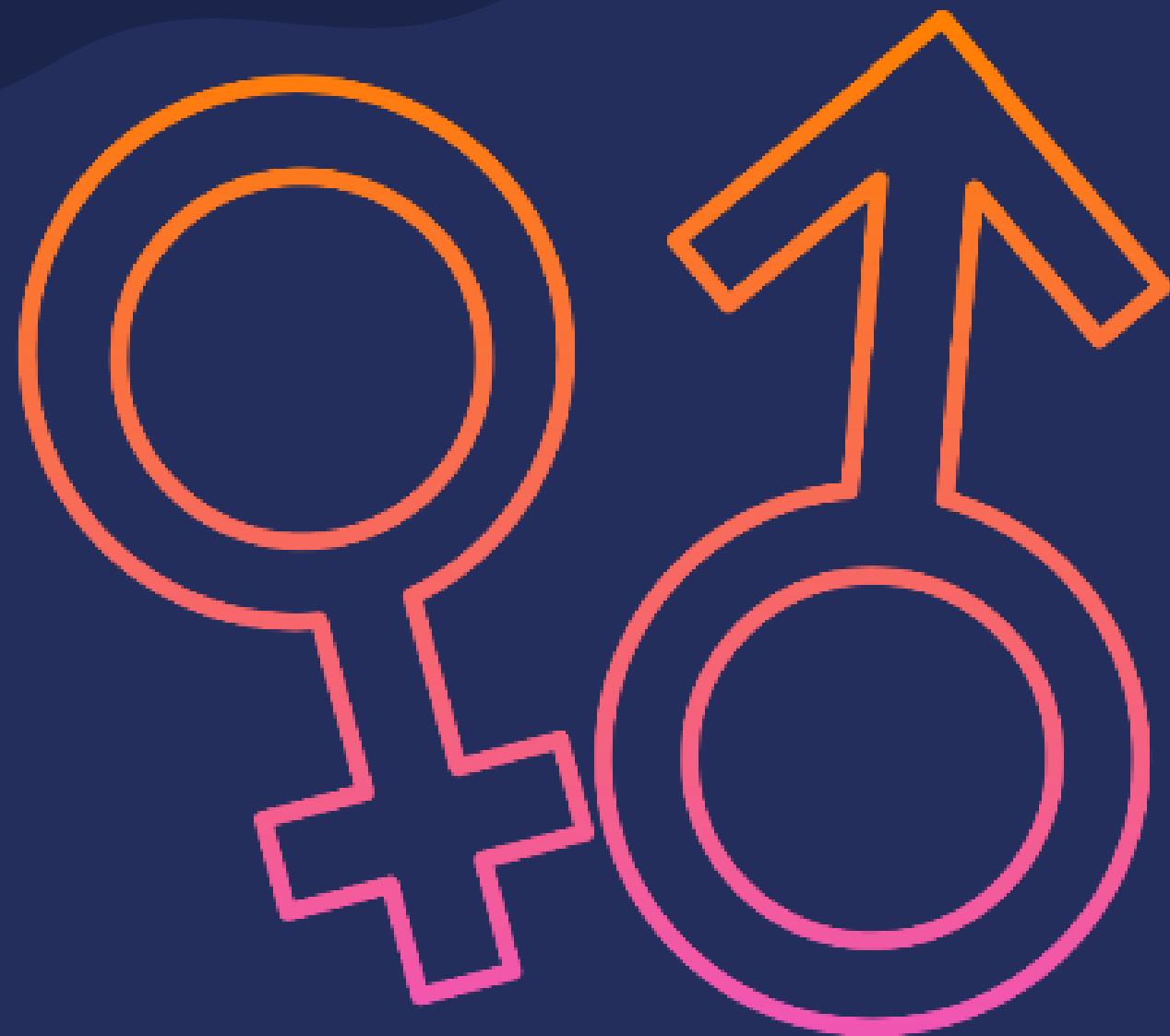
2024



HASCS 



Within HASCS we are committed to providing a quality nurse led care service for adults and children with complex care needs within our communities. We have been reporting gender pay gap data since April 2022. This data indicates the difference in average hourly earnings and bonuses paid to male and female employees. These calculations are based on payroll data at 5 April 2024.



What is the Gender Pay Gap?

Under Gender Pay Gap Regulations (2017), the UK Government requires all organisations with 250 or more employees to report on their gender pay gap.

Mean Hourly Pay Gap – This compares the average hourly rate of male and female employees.

Median Hourly Pay Gap – This is the middle value so is the difference between the middle value of male employees compared to the middle value of female employees.



HASCS Hourly Rate Gender Pay Gap

Mean Hourly Pay Gap

-3.0%

Median Hourly Pay Gap

-3.3%

Our results for the mean and median pay gaps demonstrate that female employees in HASCS earn more than male employees.

What is the Gender Bonus Gap?

Mean Bonus Gap – This compares the average of bonus payments made to male and female employees.

Median Bonus Gap – This is the middle value of bonuses paid so is the difference between the middle value of male employees compared to the middle value paid to female employees.





HASCS Gender Bonus Gap

Mean Bonus Gap

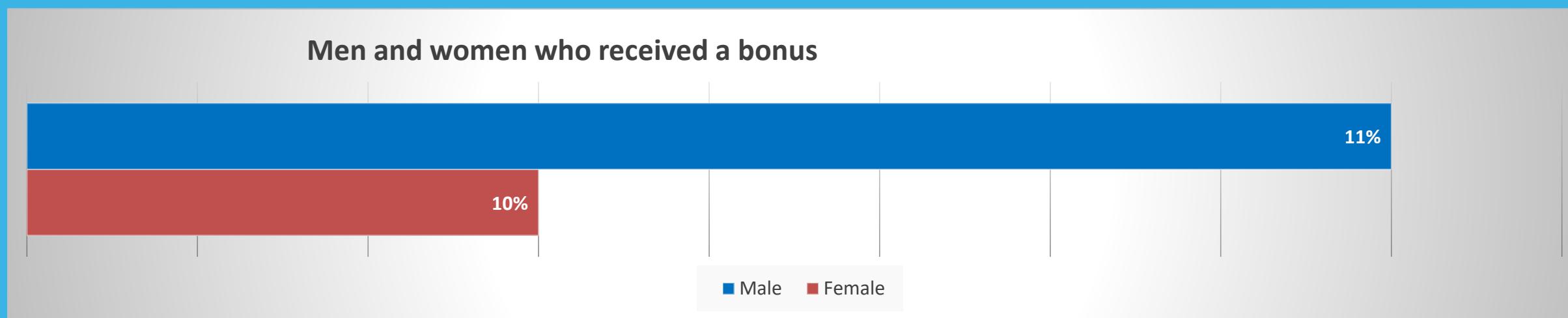
13.36%

Median Bonus Gap

0.0%

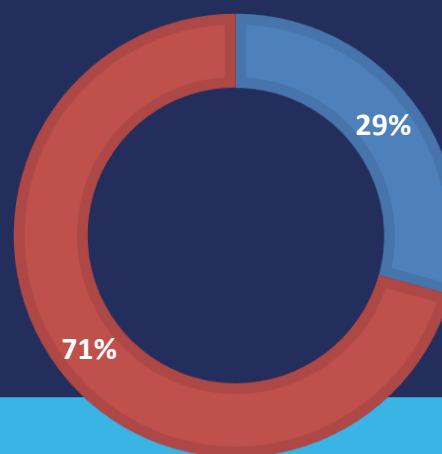
The mean bonus is based on the average bonus received and the median bonus gap demonstrates that there is no difference between the middle value of bonus paid to male and female employees.

The below details the percentages of male and female employees that received a bonus.

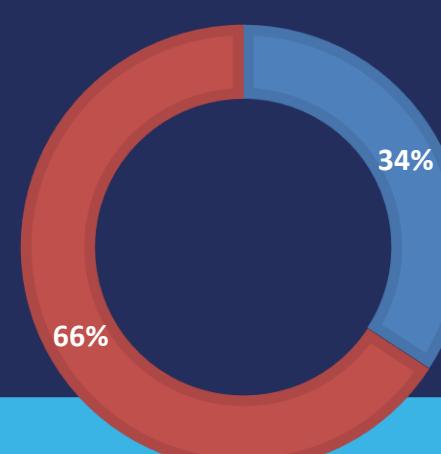


HASCS Gender Pay Quartiles

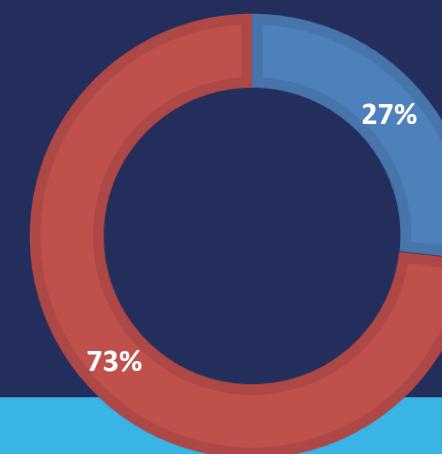
Lower



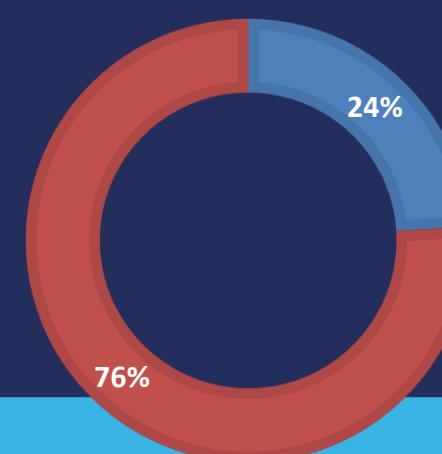
Lower Mid



Upper Mid



Upper



Male



Female

The above figures demonstrate the demographics of many care companies whereby there are more female employees, however, year on year the percentage of male employees within HASCS has increased.



Aims for the future



- To continue to review our remuneration and benefit offerings,
- Continually offer training and development opportunities to all staff,
- Monitor and review bonus schemes within the company,
- Review and develop family friendly policies to ensure all staff are supported irrespective of gender.

