



Gender Pay Gap Report 2023

Introduction

At Balhousie Care Group, we are dedicated to providing excellent care and support for our residents while fostering a supportive and inclusive work environment for our employees. Our teams primarily composed of dedicated female employees, is the backbone of our success. This report presents our latest data on the gender pay gap, highlighting areas of progress and opportunities for further improvement.

Employee Demographics

Our workforce comprises 78% female employees and 22% male employees. This reflects the broader industry trend, where care roles are predominantly filled by women. Despite this disparity, we strive to ensure equitable pay and opportunities for all our staff.

Gender Pay Gap Analysis

Mean Pay Gap

The mean gender pay gap at Care Home Group stands at 1.47%. This figure represents the average difference in pay between male and female employees. While this gap is relatively small, it underscores our commitment to minimising gender based pay discrepancies.

Median Pay Gap

The median pay gap is 0%, indicating that when we compare the middle point of earnings between men and women, there is no difference. This is a positive indicator that, on average, male and female employees are paid equally across the organisation.

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Bonus Distribution

Bonus Eligibility

- Percentage of Male Employees Receiving a Bonus: 0.3%
- Percentage of Female Employees Receiving a Bonus: 1.5%

A higher percentage of female employees receive bonuses compared to their male counterparts, this is reflective of our staffing demographics and reflects our efforts to recognise and reward the contributions of our female workforce.

Median Bonus Gap

The median bonus gap is -159%. This negative figure indicates that the median bonus received by female employees is significantly higher than that received by male employees and is reflective of our employee demographic.

Pay Quartiles

Examining the distribution of male and female employees across different pay quartiles provides additional insights into our pay structure:

- **Upper Quartile:** 22.22% male, 77.78% female
- **Upper Mid Quartile:** 25.63% male, 74.37% female
- **Lower Mid Quartile:** 18.02% male, 81.98% female
- **Lower Quartile:** 22.59% male, 77.41% female

The distribution in the upper quartile closely mirrors the overall gender ratio within the company, indicating that female employees are well-represented in higher-paying roles. However, there is a slight over-representation of male employees in the upper mid quartile, which is an area we will continue to monitor.

Conclusion

Balhouses Care Home Group remains committed to promoting gender equality and ensuring fair pay across all roles. While our median pay gap of 0% is commendable, we recognise the importance of continuous evaluation and improvement. Our focus will be on maintaining this balance, addressing any disparities, and ensuring that all employees, regardless of gender, have equal opportunities for advancement and recognition.

We are proud of our predominantly female workforce and the essential care they provide. Our ongoing efforts to close the gender pay gap reflect our broader commitment to fairness, equity, and the well-being of our employees.

Karen Johnson, Managing Director

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