Marton Care Homes Limited - Gender Pay Gap Report 2023

The main business is the provision of nursing and residential care with centralised management, maintenance and administration functions.

Marton Care Homes' overall workforce is made up of significantly more females than males, which is in line with the social care sector as a whole. At the snap shot date 5th April 2023, the proportion of females were 85% (85% - 2022) and males 15% (2022 - 15%)

Marton Care Homes does have a slightly higher male to female ratio in the upper and upper mid quartile. This difference is predominantly due to a greater number of females undertaking lower skilled roles, including domestic and care roles.

We are confident that both male and female employees are remunerated equally for doing the same job within the organisation as pay rates are based on job type.
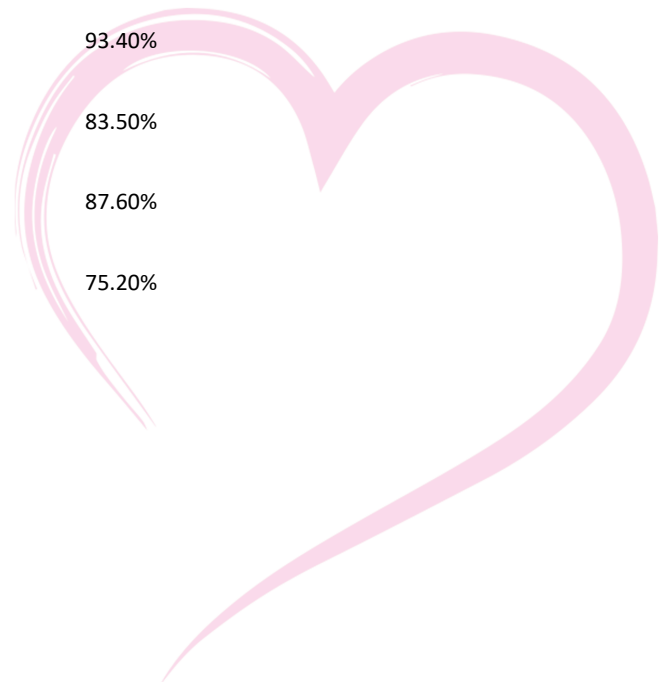
The Figures

The mean difference between male and female pay is 1.8 % (2022- 7.7%) with male staff being the higher earners.

The median difference between male and female employees pay is 1.6% (2022- 6.2%) with male staff being the higher earners.

Proportion of males to females in quartiles

	Male	Female	Male	Female
	2023	2023	2022	2022
Lower	13.85%	86.15%	6.60%	93.40%
Lower Mid	14.62%	85.38%	16.50%	83.50%
Upper Mid	16.15%	83.85%	12.40%	87.60%
Upper	15.38%	84.62%	24.80%	75.20%

Marton Care Homes made bonus payments in 2023

	Male 2023	Female 2023	Male 2022	Female 2022
Bonus Paid	2.56%	2.71%	4.11%	2.43%

The mean difference between male and female bonuses is 3.1% (2022 - 14.3%) with female staff being the higher earners.

The median difference between male and female bonuses is 29.8% (2022 - 0.1%) with male staff being the higher earners.

The Care Home sector predominantly employs a female workforce. Marton is no exception to this although it must be pointed out that it is the ability to perform the job that is the main employment criteria.

This statement confirms that the information provided is accurate at the time of publishing.

R. Hoggart

Richard Hoggart
Director