

Marton Care Homes Limited - Gender Pay Gap Report 2021

This is Marton Care Homes' first gender pay report. 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 2021, the proportion of females were 84% and males 16%.

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 11.7% with male staff being the higher earners.

The median difference between male and female employees pay is 2% with male staff being the higher earners.

Proportion of males to females in quartiles

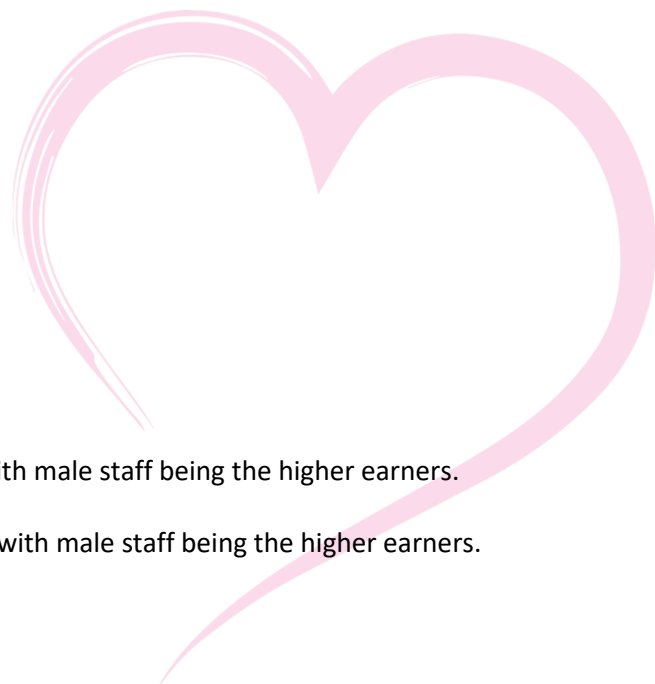
	Male	Female
	2021	2021
Lower	10.9%	89.1%
Lower Mid	5.9%	94.1%
Upper Mid	20.8%	79.2%
Upper	25.0%	75.0%

Marton Care Homes made bonus payments in 2021

	Male	Female
	2021	2021
Bonus Paid	2.7%	2.0%

The mean difference between male and female bonuses is 7.5% with male staff being the higher earners.

The median difference between male and female bonuses is 7.5% 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

