

Paydens (Nursing Homes) Ltd

Gender Pay Gap Report 2017

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

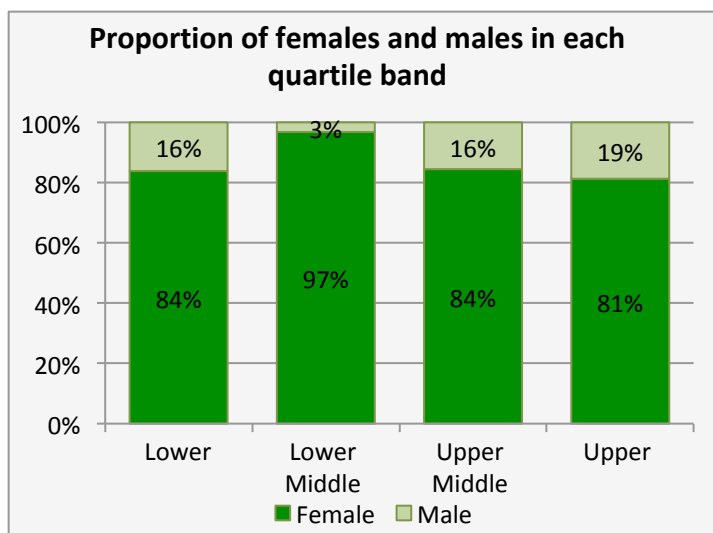
Headline gender pay figures

The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5 April.

Pay and bonus gap		
	Median	Mean
Gender pay gap	10.7%	15.5%
Gender bonus pay gap	n/a	n/a

Proportion of employees receiving a bonus	
Female	1.7%
Male	0%

Pay gap by quartile	
	Mean
Upper	4.0%
Upper middle	1.8%
Lower middle	4.9%
Lower	10.6%



Understanding the gap

Paydens (Nursing Homes) Ltd's workforce is made up of significantly more female than male staff across each quartile band. This is typical across the industry in which the majority of care assistants, housekeeping staff and nurses are female.

We are confident that men and women are paid equally for doing equivalent jobs across our organization. Indeed, all of the management roles within the company are currently carried out by women.

Currently only the management team at each care home receive bonus payments hence the very lower percentages.

Paydens (Nursing Homes) Ltd believes in being an inclusive and diverse organisation where everyone has the opportunity to reach their full potential. We will continue to ensure that all future roles, particularly those at a senior level, are made equally available to both male and female candidates.

I confirm that the data reported is accurate.

Alexander Pay

Managing Director, 29 January 2018