

Rosedale Care Services Limited - Gender Pay Gap Report 2023



This is Rosedale Care Services Limited's fourth gender pay report. The main business remains the provision of nursing and residential care with centralised management, maintenance and administration functions.

Rosedale Care Services Limited's overall workforce is 87.79% female and 12.21% male for the reporting period which is a 4.56% increase in male staff since the last report, maintaining a consistent level over the three years measured.

The female contingent within the upper quartile has reduced in percentage terms for the third year with the male contingent increasing correspondingly in the upper quartile. The male contingent has also increased in all other quartiles from the levels seen in April 2022. The figures and movements can appear more volatile in percentage terms due to the low number of male employees (for example the 6.76% increase in the male upper quartile represented an increase of 4 employees).

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

Due to the relatively small number of employees (Rosedale Care Services Limited is at a level where the number of employees is only just over the threshold for disclosure) and the high ratio of female to male employees relatively small changes in the male / female staff mix leads to volatility in the figures.

The mean difference between male and female pay is 1.22% with female staff being the higher earners. This is a reduction from the previous year's difference which was 3.23% with males being the higher earners.

The median difference between male and female employees pay is 2.05% with male staff being the higher earners. This is a decrease on the prior year where the difference was 2.19% with male staff being the higher earners.

Proportion of males to females in quartiles

	Male				Female			
	2023	2022	2021	2020	2023	2022	2021	2020
Lower	11.11%	4.35%	5.48%	7.41%	88.89%	95.65%	94.52%	92.59%
Lower Mid	9.43%	6.52%	6.85%	4.88%	90.57%	93.48%	93.15%	95.12%
Upper Mid	9.43%	6.52%	13.70%	17.28%	90.57%	93.48%	86.30%	82.72%
Upper	18.87%	13.33%	9.59%	6.10%	81.13%	86.67%	90.41%	93.90%

Rosedale Care Services Limited made bonus payments in 2023

	Male				Female			
	2023	2022	2021	2020	2023	2022	2021	2020
Bonus Paid	0.00%	0.00%	3.60%	3.45%	0.80%	2.56%	0.68%	0.67%

The mean difference between male and female bonuses is 100% with female staff being the higher earners. This was the same in 2022.

The median difference between male and female employees' bonuses was 100% with female staff being the higher earners. This was the same in 2022.

It should be noted that due to the small sample size and low numbers of male employees the bonus calculations are easily distorted by outlying data. During the 2023 & 2022 review periods there were no bonus payments made to male staff.

The care home sector predominantly employs a female workforce. Rosedale Care Services Limited 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

