

# Gender Pay Gap Report

Date Snapshot – 5<sup>th</sup> April 2023

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ark

# Introduction

This report aims to analyse the gender pay gap within our organisation, which operates seven care homes across Devon along with a nursing and care agency. With a workforce currently of 275 employees, we recognise the importance of understanding and addressing any disparities in pay between genders.

In adherence to legal mandates for organisations with a staff exceeding 250, we present this annual Gender Pay Gap Report, serving as a testament to our ongoing efforts to promote gender equity across our organisation.

# • We are required to provide separate reports for:

○ **Ark Nursing and Care Agency Ltd** : Covering North, Mid and East Devon, Ark Nursing and Care Agency Ltd supplies nurses and auxiliary care workers to an extensive variety of locations.

○ **Ark Care Homes Ltd** : This segment of Ark runs two elderly homes, Valley View and Didsbury Court, as well as three learning disability homes; Acorn Manor, Beachfield and Acorn House.

○ **Southern Coast Care Ltd** : This segment of Ark runs two dementia homes, Hatt House and The Roses.

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**In accordance with legislative requirements for disclosing gender pay gap data, we have employed the mandated methodology to calculate and present the findings outlined in this report.**

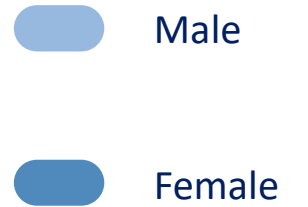
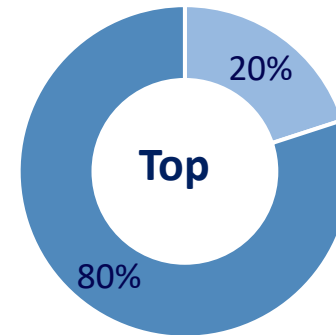
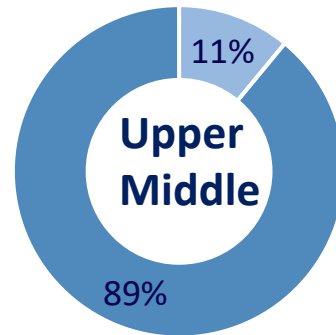
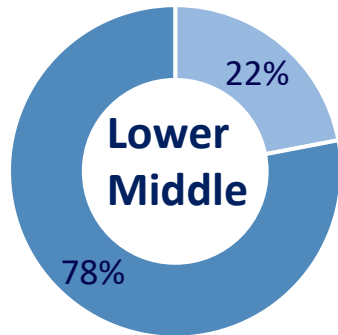
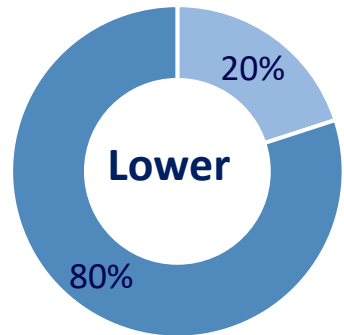
The mean gender pay gap is the difference in the hourly pay for female employees compared to male employees

The median, serving as the midpoint, is determined by arranging all women and men in a company in ascending order of their hourly pay rates. The median pay gap then reflects the difference between the hourly pay rate of the middle woman and the middleman in this ordered list.

The bonus pay is any remuneration above an employee's salary. Bonus pay can be any form of money given to recognise an employee's productivity or performance, for example vouchers, refer a friend bonus and joining bonus. However, the joining bonus of £500 given during covid, to incentivise recruitment, is no longer given as of 1/1/23. Overtime is not included as part of this calculation.

# Ark Nursing and Care Agency Ltd

Proportion of females and males in each quartile



A negative hourly pay gap suggests that the pay gap is in favour of females, while a positive figure implies that the pay gap is in favour of males.

-0.48%

-4.96%

1.82%

-27.42%

Mean  
(average)

-2.22%

-5.05%

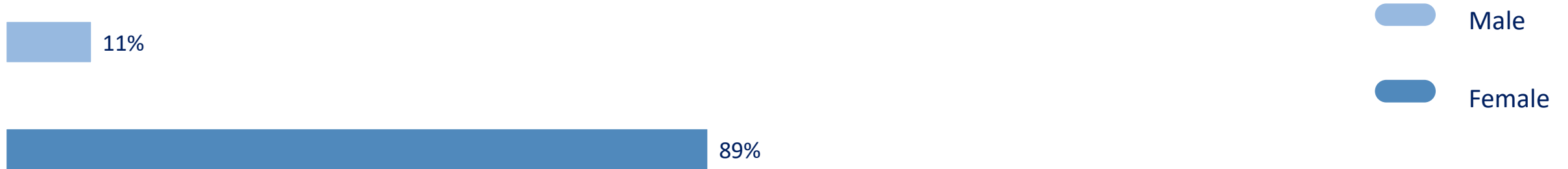
1.59%

-4.42%

Median  
(middle)

# Ark Nursing and Care Agency Ltd

## Bonus figures



## Summary

When calculating the figures shown in this report, we looked at the hourly rate and bonuses of all the 38 employees we have at Ark Nursing and Care Agency Ltd, as well as the proportion of men (7) to women (31) in this organisation. The figures highlight that, on average, women are paid 29.67% more than their male colleagues as shown by the overall mean pay gap of -29.67%. Although, this outcome is not typical for the working population of the UK, it is important to understand that as a company in the healthcare sector the proportion of genders differs from the normal of 50/50 split. As a result, Ark Nursing and Care Agency Ltd has a work force which is 18% male and 82% female.

The median pay gap specifically focuses on the middle point of the income distribution, which is the point where half of the individuals earn more, and half earn less. Comparing the median earnings of both genders, it was found that, on average, the middle-earning woman received 7.57% more than her male counterpart.

The overall mean bonus gap refers to the difference in average bonus payments between the two genders, expressed as a percentage. The mean bonus gap at Ark Nursing and Care Agency Ltd is -27.5%, the negative figure indicates that bonuses are in favour of female employees, highlighting that on average the bonuses they receive are larger than those of male employees. Agency staff can receive bonuses for referring a friend and joining during covid like the rest of the organisation, on top of this they can also receive bonuses for completing training.

**Overall Median Pay Gap**  
-7.57%

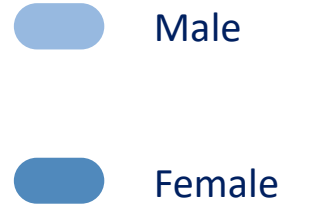
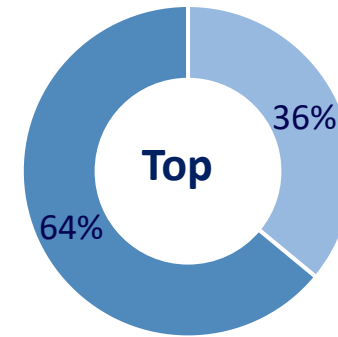
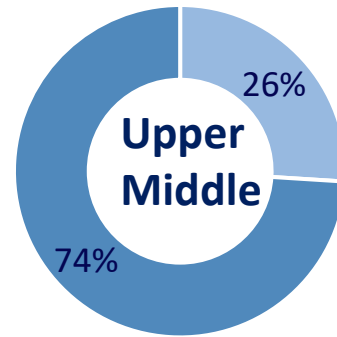
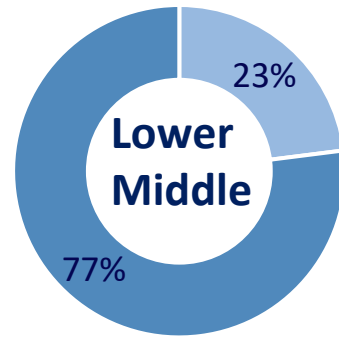
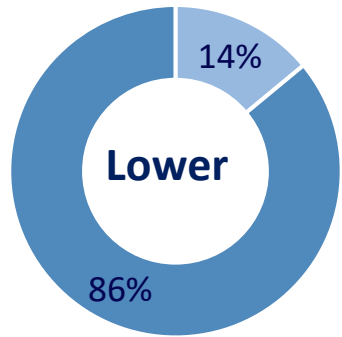
**Overall Mean Pay Gap**  
-29.67%

**Overall Median Bonus Gap**  
0%

**Overall Mean Bonus Gap**  
-27.5%

# Ark Care Homes Ltd

Proportion of females and males in each quartile



A negative hourly pay gap suggests that the pay gap is in favour of females, while a positive figure implies that the pay gap is in favour of males.

1.14%

1.34%

1.04%

2.05%

Mean  
(average)

1.4%

1.64%

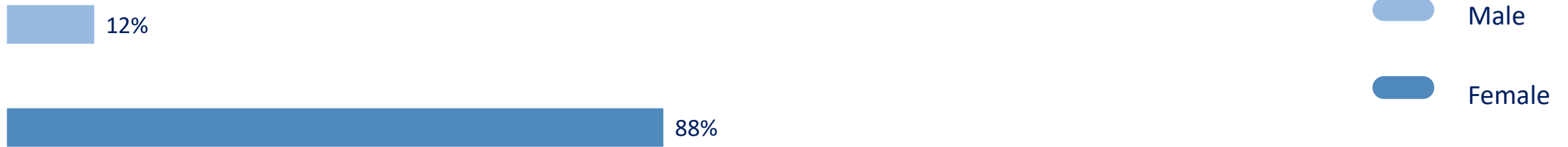
1.63%

3.06%

Median  
(middle)

# Ark Care Homes Ltd

## Bonus figures



## Summary

When calculating the figures shown in this report, we looked at the hourly rate and bonuses of all the 142 employees we have at Ark Care Homes Ltd, as well as the proportion of men (35) to women (107) in this organisation. The figures highlight that, on average, women are paid 7.66% less than their male colleagues as shown by the overall mean pay gap of 7.66%. It is important to understand that as a company in the healthcare sector the proportion of genders differs from the normal of 50/50 split. As a result, Ark Care Homes Ltd has a work force which is 25% male and 75% female.

The median pay gap specifically focuses on the middle point of the income distribution, which is the point where half of the individuals earn more, and half earn less. Comparing the median earnings of both genders, it was found that, on average, the middle-earning woman received 5.27% less than her male counterpart.

The overall mean bonus gap refers to the difference in average bonus payments between the two genders, expressed as a percentage. The mean bonus gap at Ark Care Homes Ltd is 33.16%, the positive figure indicates that bonuses are in favour of male employees, highlighting that on average the bonuses they receive are larger than those of female employees. Ark care home staff can receive bonuses for referring a friend and joining during covid like the rest of the organisation, on top of this they can also receive bonuses for covering shifts short notice.

The overall median bonus gap for this segment of the organisation is 6.1% which shows that the middle male employee receives 6.1% more in bonuses than his female counterpart.

**Overall Median Pay Gap**  
5.27%

**Overall Mean Pay Gap**  
7.66%

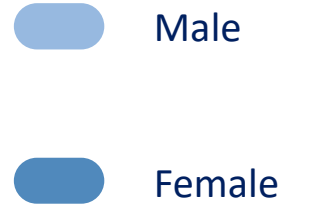
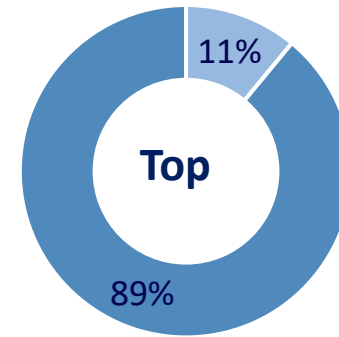
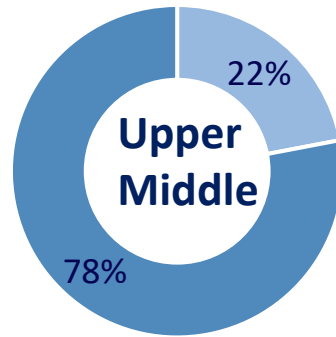
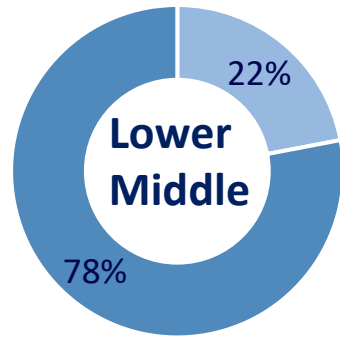
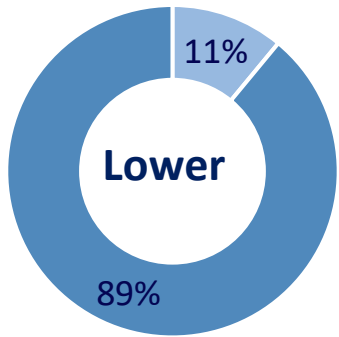
**Overall Median Bonus Gap**  
6.1%

**Overall Mean Bonus Gap**  
33.16%



# Southern Coast Care Ltd

Proportion of females and males in each quartile



A negative hourly pay gap suggests that the pay gap is in favour of females, while a positive figure implies that the pay gap is in favour of males.

-7.11%

1.09%

-0.01%

2.61%

Mean  
(average)

-6.95%

1.95%

-0.59%

13.71 %

Median  
(middle)

# Southern Coast Care Ltd

## Bonus figures



## Summary

When calculating the figures shown in this report, we looked at the hourly rate and bonuses of all the 73 employees we have at Southern Coast Care Ltd, as well as the proportion of men (12) to women (61) in this organisation. The figures highlight that, on average, women are paid 2.28% more than their male colleagues as shown by the overall mean pay gap of -2.28%. Although, this outcome is not typical for the working population of the UK, it is important to understand that as a company in the healthcare sector the proportion of genders differs from the normal of 50/50 split. As a result, Southern Coast Care Ltd has a work force which is 16% male and 84% female.

The median pay gap specifically focuses on the middle point of the income distribution, which is the point where half of the individuals earn more, and half earn less. Comparing the median earnings of both genders, it was found that, on average, the middle-earning woman received 0.09% less than her male counterpart.

The overall mean bonus gap refers to the difference in average bonus payments between the two genders, expressed as a percentage. The mean bonus gap at Southern Coast Care Ltd is 9.09%, the positive figure indicates that bonuses are in favour of male employees, highlighting that on average the bonuses they receive are larger than those of female employees. Southern Coast Care staff can receive bonuses for referring a friend and joining during covid like the rest of the organisation, on top of this they can also receive bonuses for covering shifts short notice.

**Overall Median Pay Gap**  
0.09%

**Overall Mean Pay Gap**  
-2.28%

**Overall Median Bonus Gap**  
0%

**Overall Mean Bonus Gap**  
9.09%

# Closing the gender pay gap

## **Promoting Transparency:**

We are committed to transparency regarding pay structures and opportunities for advancement. We will continue to communicate openly with our employees about our efforts to address the gender pay gap and provide avenues for feedback and discussion.

## **Equal Pay Reviews:**

Regular reviews of pay structures and practices will be conducted to identify and rectify any instances of gender-based pay discrepancies. This will involve assessing factors such as job roles, responsibilities, and performance evaluations to ensure fairness and equality in compensation.

## **Training and Development:**

Investing in training and development programs aimed at empowering employees and providing opportunities for career advancement will be prioritised. By promoting skills development and leadership training, we aim to mitigate barriers to progression and foster a more diverse and inclusive workforce.

# Conclusion

This report serves as a valuable tool for fostering transparency and guiding future initiatives to promote equal opportunities and fair practices within Ark. By implementing the actions stated in this report we aim to create an organisation where all employees, regardless of gender, have equal opportunities for success and advancement. At Ark we maintain a commitment to fairness and inclusivity throughout the three organisations that make up Ark. While we have made progress in promoting gender equality there is still work to be done to address the gender pay gap and bonus gap.

Ark confirms that all calculations and findings presented in this report are calculated in accordance with the guidance and requirements stated in the Equality Act 2010, Gender Pay Gap Information.