

# Gender Pay Gap Data EFH

2021 – 2025



Elizabeth Finn  
Homes

# ELIZABETH FINN HOMES

## GENDER PAY GAP REPORTING 2024 - 2025

### Introduction

A summary of this report will be published on or before 5th April 2025 as required by statute, on both the Elizabeth Finn Homes and government website. The gender pay gap measures the difference between male and female average hourly pay across the organisation, regardless of job role. This is different to 'equal pay' which means that males and females who carry out the same or similar job roles must be paid the same. Gender pay gap calculations are based on figures drawn from a specific date each year, this is called the 'snapshot date'.

### Gender Pay Gap

This is our annual gender pay gap report for the snapshot date of 5 April 2024.

- Our mean gender pay gap is 4.66%.
- Our median gender pay gap is 2.13%.
- Our mean gender bonus gap is 35.42%.
- Our median gender bonus gap is 19.97%.
- The proportion of male employees receiving a bonus is 19.12% and the proportion of female employees receiving a bonus is 19.65%.

### Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band

Males

Females

What is included in this band?

A

15.13%

84.87%

All employees whose standard hourly rate is within the lower quartile

B

20.39%

79.61%

All employees whose standard hourly rate is more than the lower quartile but the same or less than the median

C

19.61%

80.39%

All employees whose standard hourly rate is more than the median but the same or less than the upper quartile

D

22.37%

77.63%

All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of any of these factors. We:

- carry out pay and benefits reviews at regular intervals
- continue to pay the Real Living Wage equally for men and women across the organisation
- Are committed to equality, diversity, inclusion and belonging as a key organisational strand to deliver better services for our residents and the experience of our staff

- Implement a fair bonus process regardless of gender across Homes, the Senior Management Team and the Executive Leadership Team.
- Evaluate job roles, structures and pay grades as necessary to ensure we are a fair organisation.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

We continue to have more female than male employees in all of our pay quartiles. However we have seen a slight increase in the size of the gender pay gap, most markedly in the mean gender pay gap- up to 4.66% from 2.96%, though this is not reflected in our median gender pay gap – down to 2.13% from 2.70%.

Our mean and median gender pay gap remains much lower than the UK average of 13.1%, and lower than The Health and Social Care mean pay gap of 7.8%. This means that at Elizabeth Finn Homes on 5 April 2024, using the mean gender pay gap, for every £1 that a man earned, a female earned 95p; using the median gender pay gap, for every £1 that a man earned, a female earned 97p.

While we strive for exact equity, we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, our small gender pay gap is the result of the roles that males and females happen to hold within the organisation and their hourly rates.

The pattern from the UK economy of more females than males in part-time employment is reflected in the make-up of Elizabeth Finn Homes workforce, where most front-line care staff, housekeeping staff and Catering Assistant roles are undertaken by females in part-time positions. While there are more males working in line management roles such as Maintenance, Chef and Catering management, there is still an overall predominance of females in these roles in Elizabeth Finn Homes. For there to be no gender pay gap, there would need to be an equal ratio of males to females in each band. However, within Elizabeth Finn Homes females make up the majority in each band, reflecting the significant number of females employed in the care sector.

How does our gender pay gap compare with that of others?

Most organisations have a gender pay gap, and we are pleased to be able to say that Elizabeth Finn Homes compares favourably with that of other organisations, including those within our industry. Among all employees the gender pay gap in April 2023 according to the Office of National Statistics was 13.1% and for the Health and Social Care sector it was 8.3%. Therefore, Elizabeth Finn Homes is proud to have a lower gender pay gap than the wider economy and the Health and Social Care Sector.

What are we doing to address our gender pay gap?

While Elizabeth Finn Homes gender pay gap compares favourably with organisations across the whole UK economy and within the care home sector, we should not be complacent. Our five-year strategy remains a key tool to further reduce the gap, particularly in relation to the people strand within it. We continue to work to create an inclusive and supportive environment for all our staff, residents and visitors. We achieve this through our policy framework, the adoption of EDIB Champions across the organisation, listening exercises and through the development of a new set of organisational values.

A summary of this report will be published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

# ELIZABETH FINN HOMES LIMITED

## 2023-24 Gender pay gap report

### 1. Main gender pay gap figures

In this organisation:

- women earned 97p for every £1 that men earned (comparing median hourly pay)
- women made up 85.8% of employees in the highest paid quarter, and 83.1% of employees in the lowest paid quarter
- 22.9% of women received bonus pay, compared with 9.3% of men
- women's bonus pay was 0.0% lower than men's (comparing median bonus pay)

### 2. Hourly pay

In this organisation:

- women's median hourly pay was 2.7% lower than men's – this means they earned 97p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 3.0% lower than men's

### 3. Pay quarters

In this organisation, women made up:

- 85.8% of employees in the upper hourly pay quarter (highest paid jobs)
- 75.4% of employees in the upper middle hourly pay quarter
- 85.6% of employees in the lower middle hourly pay quarter
- 83.1% of employees in the lower hourly pay quarter (lowest paid jobs)

### 4. Bonus pay

In this organisation:

- women's median bonus pay was 0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median bonus pay
- women's mean (average) bonus pay was 5.36% higher than men's
- 22.9% of women and 9.3% of men received bonus pay

### 5. About ELIZABETH FINN HOMES LIMITED

Registered address

33-39 Bowling Green Lane, London, England, EC1R 0BJ

Sector

Human health and social work activities

Snapshot date

5 April 2023

Employee headcount

500 to 999 employees

# ELIZABETH FINN HOMES LIMITED

## 2022-23 Gender pay gap report

### 1. Main gender pay gap figures

In this organisation:

- women earned 93p for every £1 that men earned (comparing median hourly pay)
- women made up 72.0% of employees in the highest paid quarter, and 84.8% of employees in the lowest paid quarter
- 53.6% of women received bonus pay, compared with 46.7% of men
- women's bonus pay was 25.4% lower than men's (comparing median bonus pay)

### 2. Hourly pay

In this organisation:

- women's median hourly pay was 7.0% lower than men's – this means they earned 93p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 16.7% lower than men's

### 3. Pay quarters

In this organisation, women made up:

- 72.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 89.2% of employees in the upper middle hourly pay quarter
- 86.0% of employees in the lower middle hourly pay quarter
- 84.8% of employees in the lower hourly pay quarter (lowest paid jobs)

### 4. Bonus pay

In this organisation:

- women's median bonus pay was 25.36% lower than men's – this means they earned 75p for every £1 that men earn when comparing median bonus pay
- women's mean (average) bonus pay was 55.65% lower than men's
- 53.6% of women and 46.7% of men received bonus pay

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# ELIZABETH FINN HOMES LIMITED

## 2021-22 Gender pay gap report

### 1. Main gender pay gap figures

In this organisation:

- women earned 98p for every £1 that men earned (comparing median hourly pay)
- women made up 76.0% of employees in the highest paid quarter, and 82.0% of employees in the lowest paid quarter
- 85.0% of women received bonus pay, compared with 87.0% of men
- women's bonus pay was 0.0% lower than men's (comparing median bonus pay)

### 2. Hourly pay

In this organisation:

- women's median hourly pay was 2.0% lower than men's – this means they earned 98p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 12.0% lower than men's

### 3. Pay quarters

In this organisation, women made up:

- 76.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 88.0% of employees in the upper middle hourly pay quarter
- 87.0% of employees in the lower middle hourly pay quarter
- 82.0% of employees in the lower hourly pay quarter (lowest paid jobs)

### 4. Bonus pay

In this organisation:

- women's median bonus pay was 0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median bonus pay
- women's mean (average) bonus pay was 12% higher than men's
- 85.0% of women and 87.0% of men received bonus pay

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