

Gender Pay Gap Report

Date of Publication – 9th March 2020

Introduction

The Nightingale Group consists of a privately owned complex care centre, branded as NG Healthcare. We offer the highest level of care and support to a variety of people with progressive needs. Our core principles of safeguarding, quality, dignity and person centred care are central to daily life.

This report contains the Gender Pay Gap information for the Nightingale Group in line with The Equality Act 2010 (Gender Pay Information) Regulations 2017.

As of April 2019 NG Healthcare employed 553 people and we are committed to offering roles on a flexible basis such as part-time working, flexible working and varied shift patterns.

Gender Profile

The gender profile for the Nightingale Group at April 2019 was as follows:

- **Female** **464**
- **Male** **89**
- **Total number of employees** **553**

Below are the six metrics we are required to publish, the Nightingale Group did not pay bonuses during this reporting period.

Mean Gender Pay Gap (hourly rate)

The difference in mean average hourly rate pay between male and female employees is 13.8%. The difference relates to the highest paying role being held by a male employee.

Median Gender Pay Gap (hourly rate)

The difference in median (middle) hourly pay between male and female full pay employees is 0%

Mean Bonus Pay Gap

Not Applicable

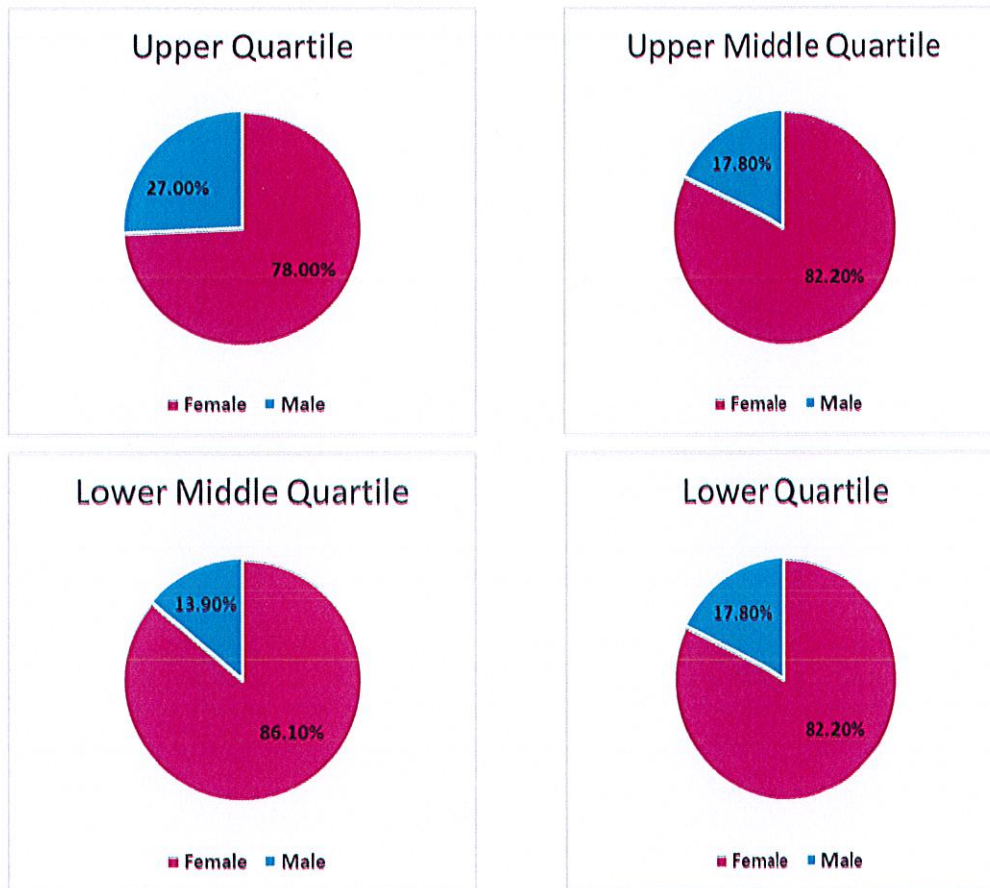
Median Bonus Pay Gap

Not Applicable

Proportion of Men and Women who receive bonus

Not Applicable.

The Proportion of Men and Women according to quartile pay bands:



The data identifies a predominately female workforce which is reflective of the care sector, where 83% of workers are female (Skills for Care 2018).

Pay Bandings

The pay for each role within the Nightingale Group is set for each role, other than specialist and managerial, therefore the same pay rate is paid to employees irrelevant of gender. For managerial and specialist roles bench marking exercises are conducted to ensure salaries are attached to roles and not gender specific.

Nightingale Group's commitment to Equality and Diversity

Nightingale Group's approach to employee recruitment is designed to be both an effective method of engaging skilled and committed people whilst ensuring that no job applicant receives less favourable treatment. Recruitment and internal progression is based on an individual's performance, ability and skill to meet the requirements of the role and the wider business.

The Nightingale Group is an equal opportunities employer embracing diversity in all areas of activity.

Statement of Accuracy

As Director of Clinical Services of the Nightingale Group, I hereby confirm that the above report is accurate to the best of my information, knowledge and belief.



Phil Lloyd
Director of Clinical Services
Nightingale Group Ltd