



Kingsley Healthcare Gender Pay Gap Statement

Overview

Kingsley Healthcare Group are required to carry out annual gender pay gap reporting in line with the Equality Act 2010. This requires all organisations and their legal entities with more than 250 employees to annually publish their Gender Pay Gap (GPG), and Gender Bonus Pay Gap (GBPG).

Our report is based on 3 legal entities within the Group which are required under the above Act to report such information, these being KCH (UK) Holdings Limited (KCHH), Peacock Holdings (2015) Limited (PH), and Regal Healthcare Holdings Limited (RHH).

The GPG is a snapshot taken on 5th April 2022 (the reference date), and outlines the difference in the average pay between men and women in the organisation. The GMPG is a snapshot taken on the same reference date, and reports on the difference in bonus payments for men and women in the organisation.

The report consists of 6 metrics from information gathered from our payroll system, which make up the necessary reporting criteria, these being:

1. the percentage of men and women in each hourly pay quartiles;
2. the mean (average) gender pay gap using hourly pay;
3. the median gender pay gap using hourly pay;
4. the percentage of men and women receiving bonus pay;
5. the mean (average) gender pay gap using bonus pay;
6. the median gender pay gap using bonus pay.

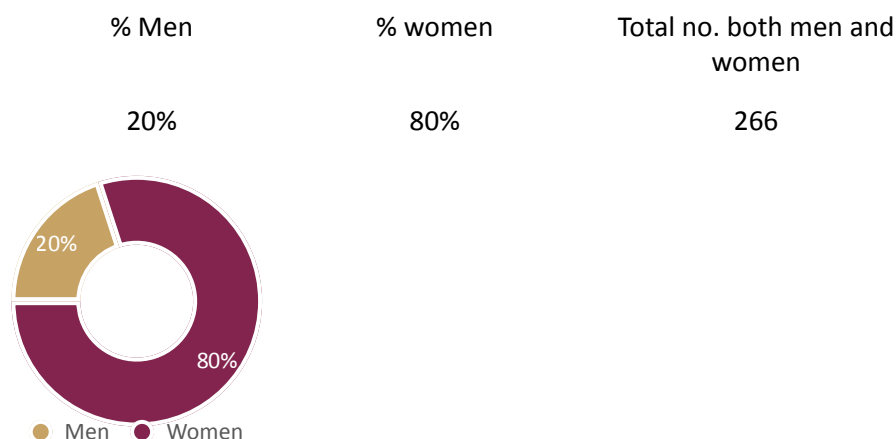
Our GPG shows us the gender pay equality and the balance of men and women within our reporting entities. Our GBPG allows us to understand the level of bonus payments being issued between men and women. Both sets of information allow us to review our levels of equality and reward to better equip us to set strategies for recruitment and retention.

Figures and Reasoning

According to The State of the Adult Social Care Sector and Workforce in England – *Skills for Care, October 2022*, the average proportion of women to men working in the care sector was 82% women to 16% men. These characteristics are mirrored within our organisation, with the following breakdown per entity:

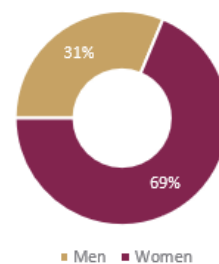
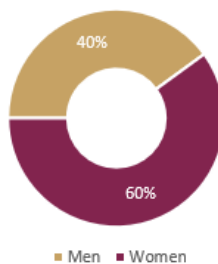
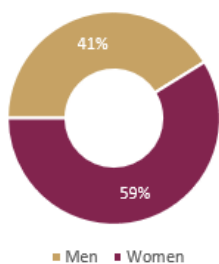
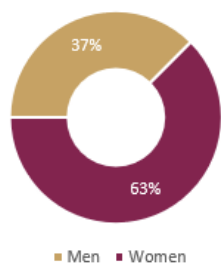
KCH (UK) Holdings Limited (KCHH)

Breakdown of Men to Women KCHH



GPG Percentage of Men and Women in Each Hourly Pay Quartiles KCHH

1 st Pay Quarter		2 nd Pay Quarter		3 rd Pay Quarter		4 th Pay Quarter	
Men	Women	Men	Women	Men	Women	Men	Women
37.5%	62.5%	41.2%	58.8%	40%	60%	31.3%	68.8%



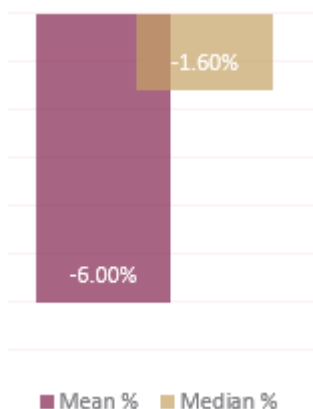
GPG per Reporting KCHH

Mean % difference between men and women

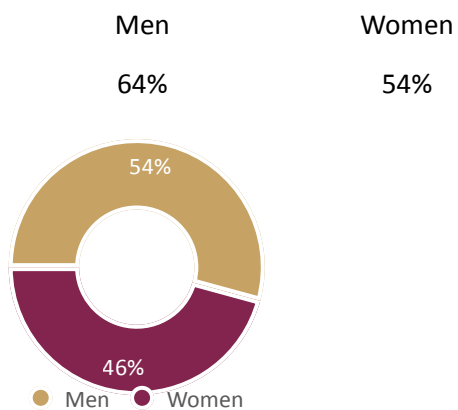
-6.0%

Median % difference between men and women

-1.6%

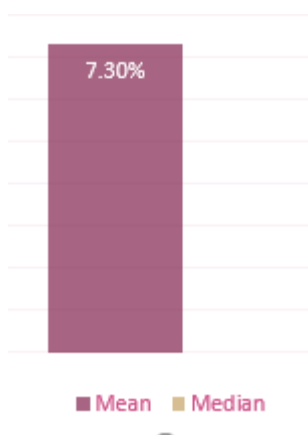


GBPG – Percentage of Men and Women Receiving a Bonus Payment KCHH



GBPG - Mean and Median Bonus Pay KCHH

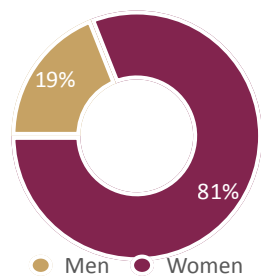
Difference in Mean bonus pay	Difference in Median bonus pay
7.3%	0%



Peacock Holdings (2015) Limited (PH)

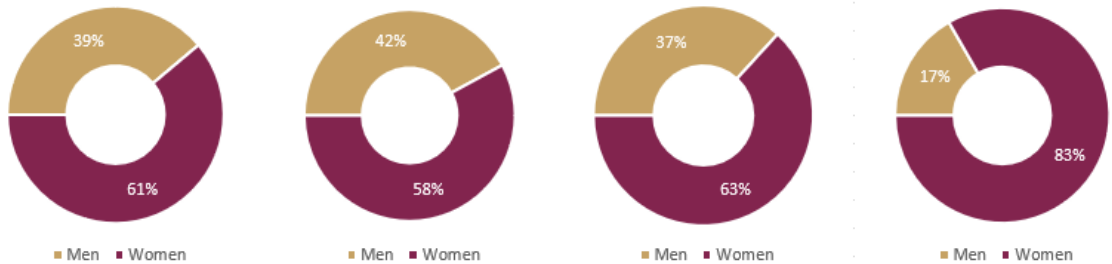
Breakdown of Men to Women PH

% Men	% women	Total no. both men and women
19%	81%	343



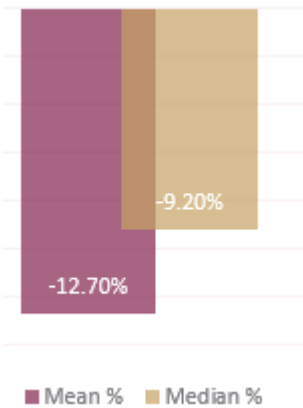
GPG Percentage of Men and Women in Each Hourly Pay Quartiles PH

1st Pay Quarter		2nd Pay Quarter		3rd Pay Quarter		4th Pay Quarter	
Men	Women	Men	Women	Men	Women	Men	Women
38.9%	61.1%	42.1%	57.9%	36.8%	63.2%	16.7%	83.3%



GPG per Reporting PH

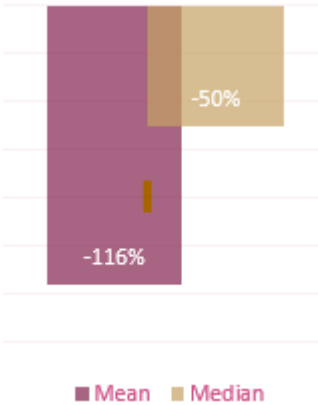
Mean % difference between men and women	Median % difference between men and women
-12.7%	-9.2%



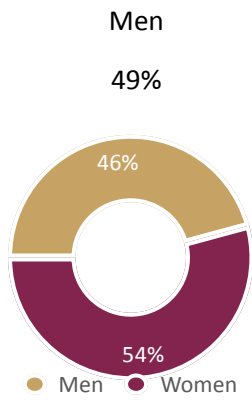
GBPG - Mean and Median Bonus Pay PH

Difference in Mean bonus pay	Difference in Median bonus pay
-116%*	-50%*

* includes one off performance bonus

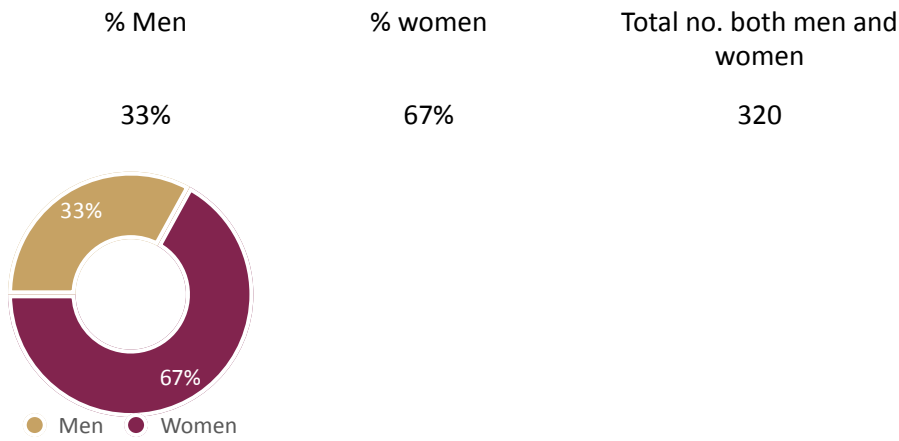


GBPG – Percentage of Men and Women Receiving a Bonus Payment PH



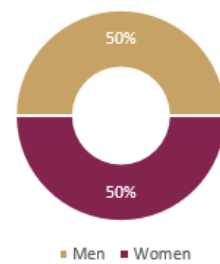
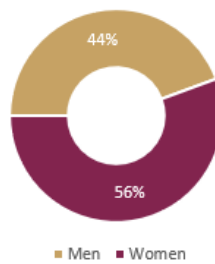
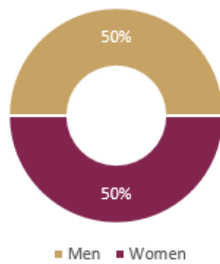
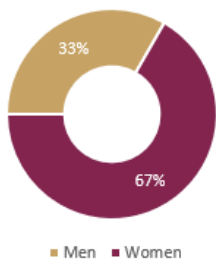
Regal Healthcare Holdings Limited (RHH)

Breakdown of Men to Women RHH



GPG Percentage of Men and Women in Each Hourly Pay Quartiles RHH

1 st Pay Quarter		2 nd Pay Quarter		3 rd Pay Quarter		4 th Pay Quarter	
Men	Women	Men	Women	Men	Women	Men	Women
33.3%	66.7%	50%	50%	44.4%	55.6%	50%	50%



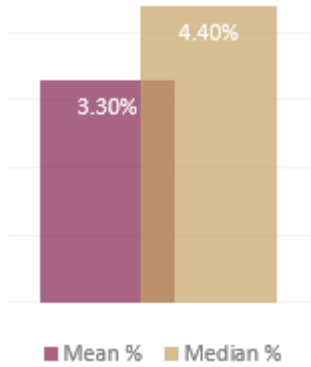
GPG per Reporting RHH

Mean % difference between men and women

3.3%

Median % difference between men and women

4.4%



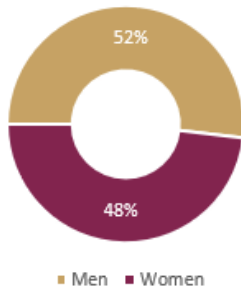
GBPG – Percentage of Men and Women Receiving a Bonus Payment RHH

Men

56%

Women

52%



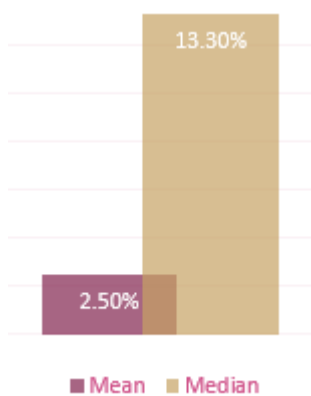
GBPG - Mean and Median Bonus Pay RHH

Difference in Mean bonus pay

2.5%

Difference in Median bonus pay

13.3%



Statement

There is an historic and national split between male and female employees within the Social Care Sector, which is reflected in the number of women that are employed by Kingsley Healthcare in relation to the number of men, and accordingly the statistics on pay outlined above. This takes into consideration the roles within the sector (Domestic staff, Support workers, nurses etc.) which are predominantly female, and the challenges currently with recruitment of men into the sector.

The proportion of men and women being paid a bonus payment is relatively equal. The higher amounts are paid as one-off performance bonuses.

Kingsley Healthcare is a Real Living Wage employer and we pride ourselves in supporting our diverse workforce. We provide additional financial support, on top of competitive salaries and bonuses, in the form of formal loans against wages through our Kingsley Foundation.

Kingsley Healthcare is an equal opportunities employer and we take into consideration character and experience during our recruitment process. Our recruitment process consists of a questionnaire that asks the same questions regardless of gender, and through our Training Academy, we offer opportunities for employment and advancement at all levels, for both men and women, to help them achieve their career aspirations.

We continuously review and update our employment practices and policies, and understand the different values and skills that both men and women of all ages and ethnicity bring to Kingsley Healthcare. In doing so, we continue to enjoy and develop our diverse workforce.

This information as published is considered to be accurate.

Lisa Lock

People Director

For and on behalf of Kingsley Healthcare Group