



MALHOTRA CARE HOMES LIMITED GENDER PAY GAP REPORT

Malhotra Care Homes Ltd is required by law to publish an annual gender pay gap report due to the number of employees within our organisation. We welcome the opportunity to analyse our data and are pleased to confirm that, for the second year, our results show that we have significantly lower gender pay gap differentials when compared to the key Office for National Statistics (ONS) and Annual Survey of Hours and Earnings (ASHE) figures. We are also pleased to report that our overall statistics have improved since last years' reporting figures were released.

The 'gender pay gap' is not to be confused with unequal pay, which occurs if a member of the opposite sex is paid less for doing the same or broadly similar work, work rated as equivalent, or work of equal value. Even though our data demonstrates a gender pay gap, there are no equal pay issues at Malhotra Care Homes Ltd.

This report was published on 15th March 2019 and relates to the period between 6th April 2017 to 5th April 2018. During this period, the gap in pay identified between male and female employees was:

- The mean gender pay gap was 5.57%.
- The median gender pay gap was 1.53%.
- The mean gender bonus gap was -16.79%.
- The median gender bonus gap was -33.33%.
- The proportion of female employees in Malhotra Care Homes Ltd who received a bonus was 1.20% (5 of 416 female employees) and the proportion of male employees receiving a bonus was 2.47% (2 of 81 male employees).

What are the underlying reasons for our gender pay gap?

Malhotra Care Homes Ltd is committed to the principles of 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 practice of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic set out above). As such, (amongst other measures) we carry out pay and benefits audits at regular intervals, staff surveys and evaluate job roles and pay grades to ensure a fair structure.

Our commitment to equal treatment is demonstrated in the table annexed below depicting pay quartiles by gender. This table shows our workforce divided into four equal-sized groups based on hourly pay rates, with Quartile I covering the highest-paid 25% (the upper quartile) and Quartile IV including the lowest-paid 25% of employees (the lower quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Quartile. For example, 76.6% of our employees in Quartile IV are women and 23.4% are men. This is principally due to the high proportion of females employed as carers across our 13 Care Homes.



How does Malhotra Care Homes Ltd gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap. We are pleased to report that Malhotra Care Homes Ltd pay gap compares extremely favourably with that of other organisations in the Social Care Sector.

The mean gender pay gap for the whole economy (according to the provisional 2018 figures provided by the Office for National Statistics (ONS) in the Annual Survey of Hours and Earnings (ASHE)) is 17.1%. At 5.57%, our mean gender pay gap is, therefore, significantly lower in comparison.

The median gender pay gap for the whole economy (according to the provisional 2018 ONS ASHE figures) is 17.9%. At 1.53%, Malhotra Care Homes Ltd median gender pay gap is, therefore, significantly lower than for the whole economy.

The mean gender bonus gap and the median gender bonus gap for Malhotra Care Homes Ltd are much more favourable to females, as the majority of employees in a management role are female.

The proportion of women at Malhotra Care Homes Ltd who received a bonus in the 12 months up to 5 April 2017 was 1.20%, while for men this was 2.47%. However, this is reflective of the female to male ratios in our workforce (416 female and 81 male) and due to the higher proportion of females being employed in a management role within the company.

What is Malhotra Care Homes Ltd doing to address its gender pay gap?

Whilst our gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject that we are complacent about, and we are committed to doing everything that we can to reduce the gap further. However, we also recognise that our scope to act is limited in some areas. We have, for example, no direct control over the subjects that individuals choose to study or the career choices that they make, or the predominance of gender of applicants that apply for positions within our organisation. These pre-determined factors therefore have a direct bearing on the number of male to female ratios in the sector in which we operate.

We recognise that none of our current initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Malhotra Care Homes Ltd is committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making.

Right now, we have plans to extend our evidence-gathering to include qualitative data. We will conduct this exercise through consultation across all areas and levels of the organisation to identify the barriers (and the drivers) for employees across each quartile.

In the coming year, Malhotra Care Homes Ltd is also committed to reviewing our procedures on bonus payments and salary sacrifice schemes.



Any further initiatives launched throughout the year will be reported on the company website and in our internal employee newsletter which is published quarterly.

I, Martin Greenwood, Group Finance Director, confirm that the information in this statement is accurate (*Malhotra Care Homes Limited is a wholly owned subsidiary of Malhotra Group PLC*).

Date 15th March 2019

APPENDIX 1

Pay quartiles by gender

| Quartile | Males | Females | Description |
|-----------------|--------------|----------------|---|
| I | 12.0% | 88.0% | Includes all employees whose standard hourly rate placed them above the upper quartile |
| II | 12.9% | 87.1% | Includes all employees whose standard hourly rate placed them above the median but at or below the upper quartile |
| III | 16.9% | 83.1% | Includes all employees whose standard hourly rate placed them above the lower quartile but at or below the median |
| IV | 23.4% | 76.6% | Includes all employees whose standard hourly rate placed them at or below the lower quartile |