



Kingsley Gender Pay Gap Statement

Snapshot Date - April 5th 2024

Overview

Kingsley Healthcare Group is required to, and is committed to carrying out annual gender pay gap reporting in line with the Equality Act 2010. This transparency is crucial for promoting gender equality and addressing any potential disparities within the organization.

A breakdown of the information is provided below:

Legal Reporting Entities:

1. KCH (UK) Holdings Limited (KCHH)
2. Peacock Holdings (2015) Limited (PH)
3. Regal Healthcare Holdings Limited (RHH)

Reporting Criteria and Data

Percentage of Men and Women in Each Hourly Pay Quartile

This metric provides insight into the distribution of men and women across different salary levels within the organization. It helps identify if certain quartiles are predominantly occupied by one gender.

	KCHH			
	Lower	Lower Middle	Upper Middle	Upper
Male %	41.7%	50%	41.7%	16.7%
Female %	58.3%	50%	58.3%	83.3%

	PH			
	Lower	Lower Middle	Upper Middle	Upper
Male %	50%	42.9%	35.7%	33.3%
Female %	50%	57.1%	64.3%	66.7%

	RHH			
	Lower	Lower Middle	Upper Middle	Upper
Male %	40%	63.6%	50%	27.3%
Female %	60%	36.4%	50%	72.7%



Mean Gender Pay Gap Using Hourly Pay

The mean gender pay gap calculates the average difference in hourly pay between men and women. It considers the earnings of both genders and provides an overall view of the pay disparity.

		KCHH	PH	RHH
Male	£	£15.21	£14.48	£15.12
Female	£	£17.71	£16.78	£16.50
Difference	%	-19.3	-18.7	-9.9

Median Gender Pay Gap Using Hourly Pay

The median gender pay gap represents the middle point of the pay distribution. It's less sensitive to extreme values and can give a different perspective than the mean, especially if there are outliers.

		KCHH	PH	RHH
Male	£	£12.80	£12.50	£13.00
Female	£	£14.46	£13.88	£14.00
Difference	%	-15.2	-12.7	-8.8

Percentage of Men and Women Receiving Bonus Pay

This metric highlights the proportion of men and women who receive bonus payments. It helps assess if there is an equitable distribution of bonuses across genders.

	KCHH	PH	RHH
Male %	29.4%	70.9%	34.4%
Female %	38.4%	38.2%	35.3%

Mean Gender Pay Gap Using Bonus Pay

Similar to the mean hourly pay gap, this calculates the average difference in bonus payments between men and women, providing insights into bonus distribution patterns.

		KCHH	PH	RHH
Male	£	£325.00	£160.71	£1,359.09
Female	£	£894.44	£663.64	£388.17
Difference	%	-157.1	-92.4	58

Median Gender Pay Gap Using Bonus Pay

This metric, like the median hourly pay gap, provides a middle point for bonus payments. It's useful for understanding the distribution of bonus pay without being heavily influenced by extreme values.

KCHH

		KCHH	PH	RHH
Male	£	£325.00	£150.00	£250.00
Female	£	£250.00	£350.00	£291.50
Difference	%	33.3	-100	-11.1



Statement and Reasoning

Comparison to Sector Averages

The breakdown of women to men in the care sector, as per "*The State of the Adult Social Care Sector and Workforce in England 2024*," (Skills for Care) indicates a slight increase in the number of males entering the care sector since their 2023 report, and Kingsley Healthcare's 2024 report mirrors this:

2023							
Skills for Care		KCH UK Limited		Peacock Holdings		Regal Healthcare	
% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
19	81	19.9	80.1	20.4	79.6	33.2	66.8

2024							
Skills for Care		KCH UK Limited		Peacock Holdings		Regal Healthcare	
% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
21	79	21	79	22.4	77.6	34.6	65.4

This statement provides additional context to the gender pay gap and bonus payment statistics outlined above. Here's a breakdown and analysis:

Gender Imbalance in the Social Care Sector

It is widely acknowledged that there is a historical and national gender imbalance within the Health and Social Care Sector, with women predominantly employed in areas such as domestic and housekeeping, care & support, and nursing. This trend is reflected in the gender distribution of employees within Kingsley Healthcare.

Challenges in Recruiting Men to the Sector

Kingsley Healthcare recognizes the challenges in recruiting men into a sector traditionally dominated by female employees. Our policy of safe and fair selection, applicable to all applicants both from the UK and overseas, ensures candidates are selected in alignment with the Care Quality Commission (CQC) Quality Statement:

- **Safe** – Safe and effective staffing.
- **Caring** – Workforce wellbeing and enablement.
- **Well-led** – Workforce equality, diversity, and inclusion.



Equal Distribution of Bonus Payments

Kingsley Healthcare values and recognizes the dedication of its staff through equitable bonus payments. As a Real Living Wage Employer, we are committed to ensuring gender equality in the distribution of bonuses. The bonus payments between male and female employees underscores our approach to employee rewards.

In addition, the implementation of a Performance-Related Bonus for senior team members based on Key Performance Indicators (KPIs) and annual performance, enhances accountability and excellence. This strategy aligns rewards with individual and team contributions, fostering a culture of performance excellence while promoting business stability and growth.

Diversity and Equal Opportunities

Kingsley Healthcare is an Equal Opportunities employer, emphasising that character and experience are key to a successful, gender-neutral recruitment process. By using standardised application materials, we ensure fairness and equality at all recruitment levels.

Through the Kingsley Academy, we provide mandatory and specialist training supported by qualified trainers, the Breeio Learning Management System, and the apprenticeship levy. These initiatives ensure equal opportunities for career progression and advancement across the company.

Statement and Strategic Implications

This statement underscores Kingsley Healthcare's dedication to addressing gender-related challenges, promoting diversity, and ensuring equal opportunities. Our pledge to the Real Living Wage, financial support initiatives, and continuous employment practice reviews, reflect our commitment to fairness and inclusivity.

To strengthen our position further, we are focusing on the following strategic priorities:

- **Review of Gender Pay Equality**
- **Enhancing Workforce Balance**
- **Fair Bonus Distribution**
- **Innovative Recruitment Strategies**
- **Career Development and Progression**
- **Ongoing Employee Engagement Initiatives**
- **Commitment to Transparency**
- **Data-Driven Decision-Making**

By addressing these priorities, Kingsley Healthcare aims to support a diverse and inclusive workforce, ensuring long-term sustainability and excellence within the Health and Social Care Sector.