

## Gender Pay Gap Report

Greensleeves Homes Trust employs more than 250 employees and is therefore required by law to publish an annual report on its gender pay gap using six different measures.

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average, women earn (gender pay).

This is our report for the snapshot date of 5 April 2024.

2024	2023	2022	2021	2020	2019	2018
The mean gender pay gap is 13.02%	13.34%	7.57%	11.15%	14.00%	7.60%	9.04%
The median gender pay gap is 2.27%	3.06%	4.05%	2.74%	2.30%	2.83%	2.37%
The mean gender bonus gap is 18.72%	33.65%	27.89%	37.55%	69.18%	69.00%	74.91%
The median gender bonus pay gap is 0%	0%	44.43%	10.03%	28.00%	27.60%	8.11%
The proportion of male employees receiving a bonus is 21.56%	14.61%	1.41%	94.37%	11.00%	10.50%	9.04%
The proportion of female employees receiving a bonus is 18.42%	13.52%	0.34%	96.83%	8.2%	8.19%	9.38%

## Pay quartiles by gender

Band	Males							Females						
	2024	2023	2022	2021	2020	2019	2018	2024	2023	2022	2021	2020	2019	2018
A	16%	25%	22%	12%	23%	25%	24%	84%	75%	78%	88%	77%	75%	76%
B	20%	15%	16%	15%	15%	16%	15%	80%	85%	84%	85%	85%	84%	85%
C	19%	15%	14%	15%	13%	12%	11%	81%	85%	86%	85%	87%	88%	89%
D	22%	16%	10%	22%	12%	10%	15%	78%	84%	90%	78%	88%	90%	85%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our gender pay gap figures are 13.02% (mean), and 2.27% (median). These figures represent the gender pay gap in hourly pay between men and women in Greensleeves Care.



The reason for the gap is that women still make up the majority of our workforce across care homes and head office which is common with the social care sector.

We continue to maintain our commitment to be a Real Living Wage employer. We aim to attract and retain the best colleagues, and to offer accredited training and development to ensure we have the best skilled teams to deliver excellent care and support to our residents.

We also continue to apply the Greensleeves Care pay scale model consistently throughout the organisation to ensure we pay our employees equally for the same or equivalent work, regardless of their gender identity.

Our Inspiring People initiative forms part of our people strategy to recognise and reward performance of men and women throughout all our care homes. The median bonus pay gap is 0% which means there is no difference in the median or middle value of bonuses awarded to men and women employed at Greensleeves Care. In this reporting year, 21.56% of men received bonus payments compared to 18.42% of women.

We have produced this data in line with guidance from the Government Equality Office. We acknowledge that this guidance treats gender as a male/female binary.

I confirm that the information in this statement is accurate.

Signed .....*J. Omona*.....  
Director of HR and Company Secretariat

Date .....3<sup>rd</sup> April 2025.....