Peninsula Care Homes Ltd
Gender Pay Gap Report 2023

As at 5 April 2023 Peninsula Care Homes Ltd employed a total of 285 staff (216 female, 57 male.)

As we employ more than 250 people, we are required by law to publish an annual gender pay report in accordance with the Equality Act 2010 (gender pay gap information) regulations 2017. The report shows the difference in average female earnings compared to average male earnings. The gender pay gap looks at the difference in the average pay of men and women in an organisation. This is different from equal pay which is where men and women are paid the same pay for the same work.

At Peninsula Care Homes we are committed to equality of opportunity, and we value the diversity, expertise, and passionate commitment of every member of our staff. Having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact upon our Gender Pay Gap.

We pay people based on their skills, experience, and qualifications rather than their gender. We are fully committed to Equality of Pay and being a diverse and inclusive workplace and we firmly believe it drives the success of our employees, and we wouldn't want to operate in any other way.

The data collected on 5 April 2023 shows that our Median Gender Pay Gap is 0.00% and our Mean Gender Pay Gap is 9.4%. This is an improvement on the year ended 5 April 2022. The difference in pay between male and female workers is reflective of how women and men are spread throughout the organisation and does not indicate that men and women doing the same work are paid differently.

At Peninsula Care Homes, even though our gender pay gap has consistently been smaller than the national average, we remain focussed on this important issue.

We confirm that the Peninsula Care Homes Ltd Gender Pay Gap calculations have been completed in accordance with the instructions found in **Gender pay gap reporting: guidance for employers** at www.gov.uk.

Louise C. Arnold

Managing Director

11th March 2024