

Gender Pay Gap Report: Newpark Care Centre



Percentage who received benefits in kind

- Male	0.00%
- Female	0.00%

Percentage who received paid bonuses

- Male	60.00%
- Female	86.79%

Hourly Pay Quartiles

	Male	Female
- Upper	12.50%	87.50%
- Upper Middle	18.75%	81.25%
- Lower Middle	18.75%	81.25%
- Lower	13.33%	86.67%

Mean bonus remuneration pay gap

-53.19%

Median bonus remuneration pay gap

14.29%

Mean hourly pay gap (all employees)

-5.25%

Mean hourly pay gap (part-time employees)

-6.12%

Mean hourly pay gap (temporary employees)

N/A

Median hourly remuneration pay gap (all employees)

3.91%

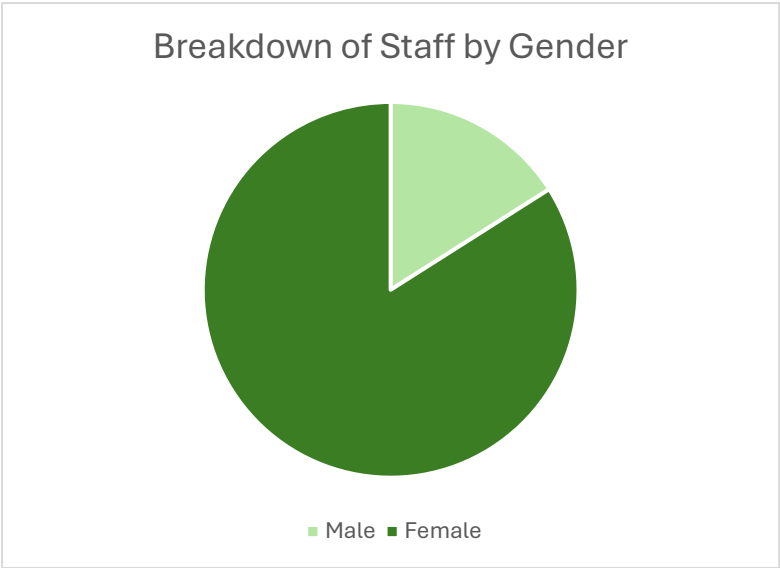
Median hourly remuneration pay gap (part-time employees)

13.81%

Median hourly remuneration pay gap (temporary employees)

N/A

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Narrative Analysis

The data collected in line with Gender Pay Gap requirements indicated that on average, Beechtree Nursing Home has 16% male staff and 84% female staff.

The median figure reflects that female staff are remunerated at a higher rate than male staff. However, this is skewed by members of senior management in the home being female.

It should also be noted that all staff receive a Christmas bonus however this data does not reflect that as staff who joined after Christmas 2024 are included in this data set.