

Gender Pay Gap Statement

Since April 2017, all organisations that employ over 250 employees have been required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

GENDER PAY GAP METRICS

Our Gender Pay and Bonus Gap figures for Nellsar staff employed as at 5th April 2023 are as follows:

GENDER PAYGAP QUARTILE FIGURES <i>Percentage of males and females in each quartile</i>	Male	Female
Upper Quartile	33%	67%
Upper Middle Quartile	20%	80%
Lower Middle Quartile	24%	76%
Lower Quartile	23%	77%

GENDER PAY & BONUS GAP	MEAN (Average)	MEDIAN (Middle)
Gender Pay gap	0.0%	0.5%
Gender Bonus Gap	-8.1%	0.0%

At Nellsar we are committed to rewarding our staff fairly for the job they do, regardless of gender. The Office of National Statistics reports show that the UK gender pay gap has continued to trend downwards. In April 2022 the UK National Average across all employees is reported as 14.4% reflecting a 1% improvement nationally on the prior year. We are pleased to report that Nellsar’s ‘mean’ and ‘median’ calculated pay gap figures this year across all areas of our organisation remain significantly below this latest published national average, and in some areas now show no paygap.

We will however continue to focus on initiatives to maintain this position and to reduce any identified pay gap across our organisation wherever possible.

FURTHER ADDRESSING THE PAY GAP

As is typical of organisations in the care sector, Nellsar have a significantly higher proportion of female employees compared to male. We are continuing to proactively drive our ongoing recruitment and training programs with a view to ensuring career opportunities throughout our organisation are equally attractive to both male and female applicants.

I confirm that the above information is accurate.

Signed:



Martin Barrett
Managing Director
Nellsar Limited