



LRH Homes Gender Pay Gap Report

At LRH Homes, we're committed to promoting diversity and gender equality. We offer all of our staff the same growth and development opportunities within a positive, open and inclusive environment.

The gender pay gap looks at the difference in the average earnings received by male and female employees, irrespective of their role or seniority. It is therefore distinct from equal pay, which compares men and women carrying out equivalent work.

LRH-Homes overall workforce is **67.3% female and 32.7% male**. This profile is the industry norm particularly across the care sector and there is nothing to indicate that it has any significant influence over the gender pay gap.

Being a place where people love to work is a must. We pride ourselves on promoting a diverse and inclusive culture. We embrace our differences, knowing that they make us stronger and reflect the needs of our customers. While we recognize advancements in certain areas where the gender pay gap has narrowed or even reversed, there remains significant work to ensure equitable compensation across all sectors and roles. As a first step, we're committed to developing a deeper understanding of the reasons we have a gender pay gap, and where appropriate, defining and implementing appropriate action to help us make positive changes.

Our latest analysis of the gender pay gap within our organization has yielded unexpected results, with both the mean and median pay gap calculations revealing negative percentages. This indicates that, on average, women in our senior executive positions are earning more than their male counterparts. While this outcome defies the traditional gender pay gap scenario, it underscores our commitment to gender equality and diversity in our leadership roles. However, we recognize that true equality goes beyond numerical values, and we remain dedicated to fostering an inclusive workplace where opportunities and remuneration are equitable for all, irrespective of gender. We are committed to ongoing efforts to close any gender pay disparities and to ensure that our workplace reflects the diversity and talent of the community we serve.

The statistics reported below are based on the data taken on 5 April 2023.

Mean and Median Gender Pay Gap

The mean pay gap is the difference between average hourly pay of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly pay of men and women. It takes all earnings in the sample, lines them up in order from lowest to highest and picks out the middle earnings.



	Mean	Median	National Average
Gender Pay Gap	-5.63%	-0.65%	14.30%

Our comprehensive analysis into the gender pay gap at LRH Homes has presented an unconventional yet positive trend. Contrary to the more commonly observed patterns within various sectors, our findings show a negative mean and median gender pay gap. This reflects the fact that women, who are significantly represented in senior and higher-paying roles within our organization, are earning more on average than their male counterparts. This situation is indicative of LRH Homes' progressive stance on gender equality and our successful efforts to not only encourage but implement female leadership across all levels of the organization, especially within our senior executive tier.

While this represents a notable achievement in promoting gender diversity at the highest echelons of our company, it also highlights the importance of continuing to strive for balanced representation and equity across all roles and levels within LRH Homes. We are committed to maintaining our dedication to diversity, ensuring equal opportunities for advancement and pay for all employees, irrespective of gender, and addressing any disparities that may arise as we move forward.

Proportion of employees receiving Bonus Payment

Male	Female
17.71%	14.16%

Mean and Median Bonus Pay Gap

	Mean	Median
Bonus Pay Gap	-1.05%	-29.34%

Proportion of Males and Females in Pay Quartiles

The number of males and females in each quartile of their pay distribution is shown in Table below:

Quartile	Male	Female
Upper	31.40%	68.60%
Upper Middle	27.54%	72.46%
Lower Middle	34.78%	65.22%
Lower	37.20%	62.80%



Future Care

Your Future Matters

Actions to balance our gender pay gap.

At LRH Homes, our recent gender pay gap report has highlighted a unique position within our industry; both the mean and median gender pay gaps for hourly and bonus pay have returned negative percentages. This indicates that, on average, women in our organization are receiving higher pay than men, both in terms of hourly rates and bonuses. While this reflects our dedication to gender equality and the successful placement of women in high-earning roles, it also underscores our commitment to continual improvement and alignment with sector and national benchmarks.

Understanding that the gender pay gap is a multifaceted issue, we recognize that our current standing is not solely the result of our pay policies or equal pay practices—both of which are rigorously designed to ensure fairness and competitiveness across all positions. Instead, it highlights the importance of our ongoing efforts to enhance our recruitment and Learning & Development practices. To build on our achievements and further close the gender pay gap, we are committed to:

Constantly reviewing our hiring practices and workplace environment to guarantee that women and all under-represented groups have equitable opportunities for advancement.

Encouraging managers to offer flexible working arrangements wherever possible, fostering a supportive environment for career progression at all levels, particularly in leadership roles.

Reviewing our reward processes and pay structures to ensure they are consistently applied, supporting our mission for fair and competitive compensation for all employees.

Enhancing progression and development tactics to support every employee's career growth, ensuring that our commitment to diversity and inclusion is reflected not only in our policies but also in our everyday practices.

As we move forward, LRH Homes remains dedicated to setting a positive example within our sector, not just by maintaining our unique position in the gender pay gap landscape but by actively working to ensure that our workplace is a model of equality, diversity, and inclusion for all.

Arnon Rubinstein

Director