Gender Pay Gap Report:
Ashford House Nursing Home

Percentage who received benefits in kind	
- Male	2.86%
- Female	0.00%

Percentage who received paid bonuses	
- Male	88.57%
- Female	76.79%

Hourly Pay Quartiles	**Male**	**Female**
- Upper	26.09%	73.91%
- Upper Middle	52.17%	47.83%
- Lower Middle	43.48%	56.52%
- Lower	31.82%	68.18%

Mean bonus remuneration pay gap	30.46%
Median bonus remuneration pay gap	0.00%
Mean hourly pay gap (all employees)	0.02%
Mean hourly pay gap (part-time employees)	-12.51%
Mean hourly pay gap (temporary employees)	N/A
Median hourly remuneration pay gap (all employees)	1.00%
Median hourly remuneration pay gap (part-time employees)	-10.66%
Median hourly remuneration pay gap (temporary employees)	N/A

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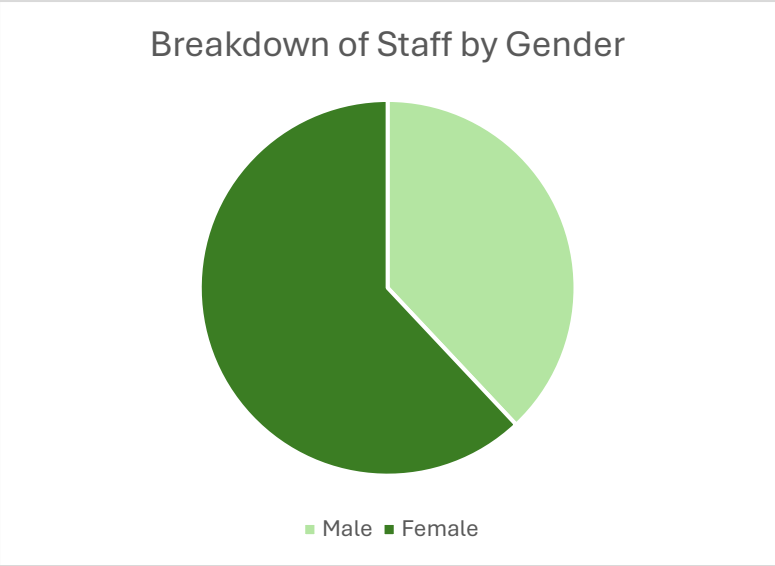

Narrative Analysis

The data collected in line with Gender Pay Gap requirements indicated that on average, Ashford House Nursing Home has 38% male staff and 62% female staff.

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

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.