



Gender Pay Gap Report 2020 | 2021

Our Values

Our values were created in partnership with those we support, their families, and our people. We all voted and decided together which values we hold most dear and which ones unite us all. Our values are our standards which we will uphold each and every day.

Kindness -

in everything we say and do

Integrity -

being honest and doing the right thing

Teamwork -

working together to deliver great care and outcomes

Excellence -

being outstanding at what we do



Introduction

Elysium Healthcare brings together a unique approach to the delivery of care where the individual is embedded in the heart of all aspects of care.

Our people are our greatest asset, and their health, wellbeing and career longevity is extremely important to us.

During a difficult year where everyone has been impacted by the pandemic, we have been looking at alternative means to invest in our staff with online resilience specialist training and further development of career pathways for all staff.

Our senior management team have been central to the promotion of health and wellbeing initiatives including the introduction of a wellbeing platform offering support around mental health, diet, and exercise.

In this report we cover the gender pay gap for the seven companies which Elysium owned and had access to their payroll data at the snapshot date of 5th April 2021 and which met the threshold criteria. This includes Elysium Healthcare Limited, Elysium Healthcare No.2 Limited, Elysium Healthcare (Healthlinc) Limited, Elysium Healthcare (Acorn Care) Limited, Elysium Healthcare No.3 Limited, St George Healthcare Limited, Elysium Neurological (Adderley) Limited and Elysium Neurological Services (Badby) Limited.

Formed on the 30th November 2016, Elysium Healthcare is a young dynamic company which has continued to be acquisitive in its fifth year of running. We are delighted to share that we have recorded no median bonus pay gap between men and women across the organisation and no median pay gap across our nursing population who make up 72.6% of all employees!



Joy Chamberlain
Chief Executive Officer



What is the gender pay gap?

In April 2017 the Government introduced annual gender pay gap reporting by law for all companies with more than 250 employees in the UK.

The reporting shares key metrics on gender pay results and helps employers take action where needed.

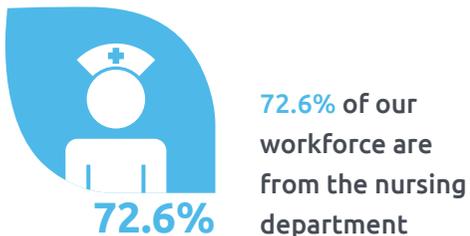
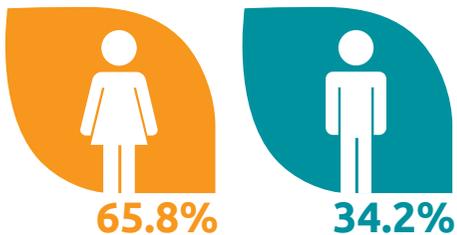
The gender pay gap shows the difference in the average hourly rate between men and women. It takes no account of seniority, experience, skills, differing roles, location etc. This is different to equal pay which is about men and woman receiving equal pay for the same job.



What our results show

The median and mean pay gap and pay quartile figures are a snapshot in time from 5th April 2021.

65.8% of our workforce is female and 34.2% are male



Median Pay Gap

The median pay gap is the middle figure you reach if you list all hourly pay values in numerical order.

The median pay gap for men is 0.7% higher than for women. Within our nursing population specifically we have no difference in median pay between men and women.

Our analysis has found that with a smaller male population it only takes a small number of changes to impact on our reporting data compared to the female population where a greater number of changes are required to have a similar impact.



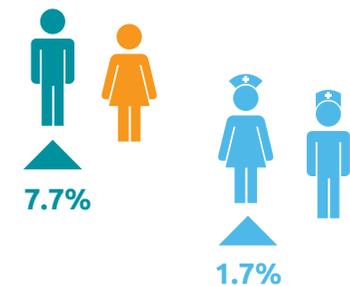
Mean Pay Gap

The mean pay gap is the average of all the hourly pay values men and women are paid.

The mean pay gap for men is 7.7% higher than for women.

Within our nursing population specifically, the mean pay gap for women is 1.7% higher than men, this population are key to Elysium Healthcare as they account for 72.6% of all employees.

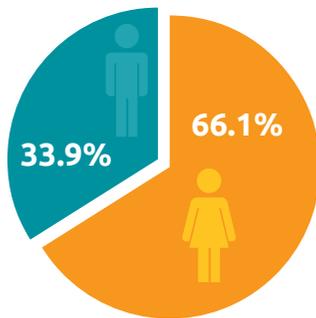
Our analysis has found as with median pay, that a small number of changes impacts our male gender gap reporting, compared to the female population where a greater number of changes are required to have a similar impact.



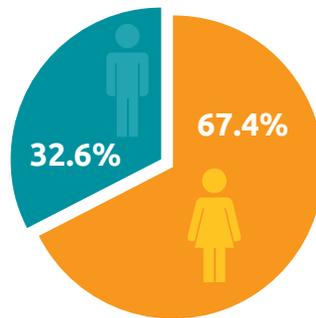
Pay Quartiles

Pay quartiles are based upon dividing the total number of our full-pay relevant employees in to four equal parts. These are: Lower, Lower Middle, Upper Middle and Upper. Our charts show how this is split.

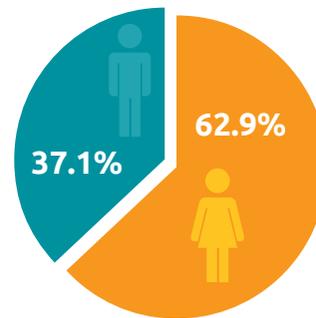
Lower Quartile



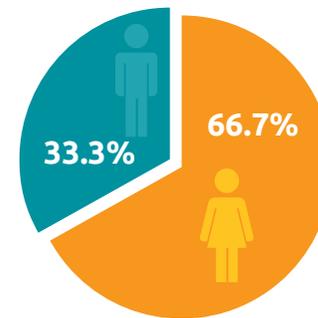
Lower Middle



Upper Middle



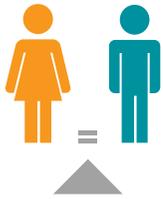
Upper



Elysium has a high proportion of female staff which is reflected in the pay quartile results. The charts also evidence that female staff range across all pay quartiles. Overall this demonstrates an excellent penetration of female staff across the company from the lowest to the highest levels.

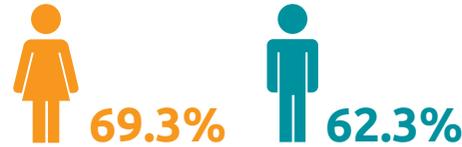


Proportion of employees who receive a bonus

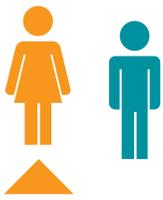


Median bonus gender pay gap

If you take the mid range of bonuses given to men and women there is no difference between the two. This is in line with our 2017/2018 and 2018/2019 reporting.



In the snapshot period 62.3% of men received a bonus and 69.3% of females received a bonus.



Mean bonus gender pay gap

Women received a mean bonus on average that was 7.2% higher than men. We continue to see the mean bonus gender gap fall year on year.

The main bonuses paid to staff are recruitment welcome bonuses to staff joining or being attracted to the nursing workforce along with Christmas and New Year bank holiday working incentives. As Elysium Healthcare only offered statutory maternity terms the company introduced a bonus scheme for women to enhance maternity pay to compete with similar organisations.

Over the pandemic we have developed attraction bonuses for those outside of the nursing workforce as a strategic recruitment tool which has helped the company attract staff in a time of staff scarcity. There is no differential on the amount of the bonus paid to men or women within comparable positions or pay bands.



Action we will take

Across Elysium the female work staff are strongly represented at all levels in the business. We continue to monitor and report on this as well as the gender pay gap.

It is important to note that small changes in the number of men and women at executive level and consultant level could cause significant changes to our mean gender pay gap in future years.

Investing in our people

Elysium is a fair and ethical employer who recognises the value that employees bring to the success of our business. We are constantly re-evaluating how we can become a better employer and we do this by listening to our people and working with them to create a great place to work.

Our commitment

- ▶ We will ensure that our people are represented at all levels within the company
- ▶ We will ensure that our people do not face career or pay barriers because of their gender
- ▶ We will ensure that our people have equal opportunities to progress within our business
- ▶ We will work to achieve a positive work-life balance which supports the needs of our people

Our statement

I confirm that the information contained within this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Joy Chamberlain
Chief Executive Officer



Our statutory disclosures

Elysium Healthcare Limited

Pay Quartiles	Men 	Women 
Lower	35.1%	64.9%
Lower Middle	29.6%	70.4%
Upper Middle	33.9%	66.1%
Upper	36.0%	64.0%
Median Pay Gap	0.8%	
Mean Pay Gap	13.4%	

 % of males receiving Bonus	47%
 % of females receiving Bonus	53%
Median Bonus Pay	0.0%
Mean Bonus Pay	38.3%

Elysium Healthcare No 2 Limited

Pay Quartiles	Men 	Women 
Lower	33.5%	66.5%
Lower Middle	41.9%	58.1%
Upper Middle	44.3%	55.7%
Upper	32.8%	67.2%
Median Pay Gap	0.1%	
Mean Pay Gap	2.9%	

 % of males receiving Bonus	55.2%
 % of females receiving Bonus	51.6%
Median Bonus Pay	0.0%
Mean Bonus Pay	-64.0%

Elysium Healthcare (Healthlinc) Limited

Pay Quartiles	Men 	Women 
Lower	25.0%	75.0%
Lower Middle	45.2%	54.8%
Upper Middle	38.1%	61.9%
Upper	36.5%	63.5%
Median Pay Gap	0.0%	
Mean Pay Gap	4.9%	

 % of males receiving Bonus	130.3%
 % of females receiving Bonus	108.8%
Median Bonus Pay	16.7%
Mean Bonus Pay	-85.8%



Our statutory disclosures (continued)

Elysium Healthcare (Acorn Care) Limited

Pay Quartiles	Men 	Women 
Lower	27.6%	72.4%
Lower Middle	52.6%	47.4%
Upper Middle	42.1%	57.9%
Upper	32.5%	67.5%
Median Pay Gap	-0.2%	
Mean Pay Gap	10.0%	

 % of males receiving Bonus	100.8%
 % of females receiving Bonus	131.6%
Median Bonus Pay	0.0%
Mean Bonus Pay	-54.6%

Elysium Healthcare No 3 Limited

Pay Quartiles	Men 	Women 
Lower	46.4%	53.6%
Lower Middle	42.0%	58.0%
Upper Middle	36.2%	63.8%
Upper	32.9%	67.1%
Median Pay Gap	0.0%	
Mean Pay Gap	-7.5%	

 % of males receiving Bonus	36.7%
 % of females receiving Bonus	41.1%
Median Bonus Pay	20.0%
Mean Bonus Pay	39.6%

St George Healthcare Limited

Pay Quartiles	Men 	Women 
Lower	41.5%	58.5%
Lower Middle	32.7%	67.3%
Upper Middle	32.7%	67.3%
Upper	35.5%	64.5%
Median Pay Gap	0.0%	
Mean Pay Gap	18.8%	

 % of males receiving Bonus	70.5%
 % of females receiving Bonus	85.6%
Median Bonus Pay	0.0%
Mean Bonus Pay	-63.9%



Our statutory disclosures (continued)

Elysium Neurological Services (Adderley) Limited

Pay Quartiles	Men 	Women 
Lower	14.8%	85.2%
Lower Middle	8.1%	91.9%
Upper Middle	27.4%	72.6%
Upper	27.0%	73.0%
Median Pay Gap	12.4%	
Mean Pay Gap	15.9%	

 % of males receiving Bonus	77.1%
 % of females receiving Bonus	107.5%
Median Bonus Pay	50.0%
Mean Bonus Pay	-233.5%

Elysium Neurological Services (Badby) Limited

Pay Quartiles	Men 	Women 
Lower	21.3%	78.7%
Lower Middle	16.1%	83.9%
Upper Middle	11.3%	88.7%
Upper	20.9%	79.1%
Median Pay Gap	-5.5%	
Mean Pay Gap	1.8%	

 % of males receiving Bonus	71.8%
 % of females receiving Bonus	80.4%
Median Bonus Pay	56.3%
Mean Bonus Pay	0.0%

Elysium Healthcare Combined

Pay Quartiles	Men 	Women 
Lower	33.9%	66.1%
Lower Middle	32.6%	67.4%
Upper Middle	37.1%	62.9%
Upper	33.3%	66.7%
Median Pay Gap	0.7%	
Mean Pay Gap	7.7%	

 % of males receiving Bonus	62.3%
 % of females receiving Bonus	69.3%
Median Bonus Pay	0.0%
Mean Bonus Pay	-1.7%





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**This information is available
in different languages, Braille,
Easy Read and BSL on request**

www.elysiumhealthcare.co.uk