



Gender Pay Gap Report 2017 for Rockley Dene Homes Ltd (the Company)

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers with more than 250 employees to undertake Gender Pay Reporting and publish the results on both the Company’s and government website each calendar year.

This report covers the “snapshot” date of 5 April 2017 and comprises of calculations that show the difference between the average earnings of men and women in our business, on that date.

MEAN GENDER PAY GAP 8.23%

The mean pay for males was 8.23 % higher than mean pay for females

The mean pay is calculated by adding up the pay of all in the group and dividing this by the number of people in the group.

MEDIAN GENDER PAY GAP - 0.06%

The median hourly rate for men was 0.06 % lower than median hourly rate for women.

The median pay is arrived at by placing the hourly pay for all in the group in order of amount, the mid-point value in the group being the median.

MEAN BONUS PAY GAP -47.24%

The mean bonus paid to men is 47.24 % lower than the mean bonus paid to women.

MEDIAN BONUS PAY GAP - 48.41%

The median bonus paid to men is 48.41% lower than the median bonus paid to women.

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

Men 45.45%

Women 54.55%

PAY ACROSS QUARTILES

Splitting pay into quartiles as at 5 April 2017 gives a distribution of males and females within each quartile as follows:

Quartile	Male	Female
1 (Lowest)	49	51
2	8	92
3	24	76
4 (Highest)	30	70

OUR RESPONSE TO THE DATA

Rockley Dene Homes Ltd has a predominantly female workforce and as at 5 April 2017, the workforce comprised of 280 female and 108 male members of staff (72.2% female, 27.8 % male) This broadly reflects the social care sector in general

We are pleased that there is very little difference (0.06%) in median pay between the men and women in our workforce.

Our difference in mean pay between men and women is 8.23 % and we are pleased that this is below the national average of 14.1 % (ONS).

We are committed to gender pay gap equality. We offer our employees a wide range of flexible working options to enable them to manage their work/life balance and appoint people to roles based on merit and regardless of gender, age, race, marital status, sexual orientation, disability, gender reassignment or religion/belief.

I confirm that Rockley Dene Homes Ltd is committed to gender pay equality and that our gender pay gap figures are accurate and have been calculated in line with statutory requirements.

Signed

A handwritten signature in black ink, appearing to read 'Gagan Puri', is written over a horizontal dotted line.

Gagan Puri
Chief Financial Officer
Rockley Dene Homes Ltd