



## Gender Pay Gap Report 2018 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 2018 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 15.84%**

The mean pay for males was 15.84% 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 7.18%**

The median hourly rate for men was 7.18% higher 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 59.61%**

The mean bonus paid to men is 59.61% higher than the mean bonus paid to women.

### **MEDIAN BONUS PAY GAP -0.23%**

The median bonus paid to men is 0.23% lower than the median bonus paid to women.

### **PROPORTION OF MEN AND WOMEN RECEIVING A BONUS**

Men 66.67%

Women 33.33%

### **PAY ACROSS QUARTILES**

Splitting pay into quartiles as at 5 April 2018 gives a distribution of males and females within each quartile as follows:

<b>Quartile</b>	<b>Male</b>	<b>Female</b>
1 (Lowest)	35% (22)	65% (43)
2	29% (11)	71% (54)
3	17% (19)	83% (46)
4 (Highest)	34% (23)	66% (42)

## OUR RESPONSE TO THE DATA

Rockley Dene Homes Ltd (RDH) consists of team members from our Support Office, Carlton Court Care Home, Cherry Hinton Care Home and Cambridge Manor Care Home.

RDH has a predominantly female workforce and as at 5 April 2018, the workforce comprised of 185 female and 75 male members of staff (71.2% female, 28.8% male). This broadly reflects the percentage split in the social care sector in general.

Our difference in the median pay between men and women in our workforce is 7.18%. We are pleased that this is below the national average of 17.9% for all employees.

Whilst we recognise that we have seen an increase in both the mean and median pay gap from 2017 to 2018, this has not been as a result of differentials in pay for like for like roles. The gender pay gap in salary can be directly attributed to the proportionally fewer number of men in the lowest staff grade and the proportionally fewer number of women in the highest staff grade.

To demonstrate this further, we have run additional statistics to ascertain the gender pay gap for each job role and have been reaffirmed that there is no indication of any gender pay differentials within each job role, for example, between male and female nurses or between male and female admin staff. These figures confirm that we are committed to parities in gender pay.

Whilst this is incredibly positive, it is not sufficient and, as a company, we are committed to gender pay gap equality across the entire workforce. We appreciate that we currently have a disproportionate number of men in senior management roles and, in acknowledgment of this, we have already increased the number of measures that we have in place to ensure that there are no barriers, whether actual or perceived, that limit any gender from progressing.


These measures have included more flexible working initiatives to enable staff to manage their work/life balance in a way that suits their personal circumstances as well as training, coaching and support to provide opportunities for internal growth and succession planning. Whilst such measures will not be a quick fix for gender pay gap equality, we are pleased that we are already seeing an increase in the number of female staff in senior management positions, a high proportion of our team members returning following periods of maternity leave and a significant uptake in flexible working arrangements across the entire workforce.

We appoint people to roles based on merit and regardless of gender, age, race, marital status, sexual orientation, disability, gender reassignment or religion/belief. We hope that the measures we have implemented will increase diversity in new recruits and career progression.

One further point we wanted to highlight in relation to our published statistics is in relation to the payment of bonuses. Whilst 66.67% of men and only 33.33% of women received a bonus in 2018, these figures are drawn based on employees who remained in employment as of 5 April 2018. When taking the number of bonuses actually paid from 6 April 2017 to 5 April 2018 (including employees who left within this period), the figures are actually 50% men and 50% women and the median pay gap would be reduced to -3% (with the mean pay gap reduced to -105%). Whilst it is unfortunate that a number of these women have since left RDH, we hope that the measures we have implemented will ensure a high retention and recruitment rate of females in the future.

I confirm that our gender pay gap figures are accurate and have been calculated in line with statutory requirements.

Signed

  
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**Gagan Puri**  
**Chief Financial Officer**  
**Rockley Dene Homes Ltd**