

Gender Pay Gap Report 2020 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 2020 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 4.14%

The mean hourly rate for males was 4.14% higher than mean hourly rate 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 -3.40%

The median hourly rate for males was 3.40% lower than median hourly rate for females.

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 70.98%

The mean bonus paid to males is 70.98% higher than the mean bonus paid to females.

MEDIAN BONUS PAY GAP 20%

The median bonus paid to males is 20% higher than the median bonus paid to females.

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS

Males 38%

Females 62%

PAY ACROSS QUARTILES

Splitting pay into quartiles as at 5 April 2020 gives a distribution of males and females within each quartile as follows:

Quartile	Male	Female
1 (Lowest)	43% (28)	57% (37)
2	38% (25)	62% (40)
3	29% (19)	71% (46)
4 (Highest)	39% (25)	61% (39)

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 2020, the workforce comprised 297 members of staff 187 female and 110 male members of staff (63% female, 37% 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 -3.4%. This is below the national average of 15.5% for all employees.

As a company, we are committed to gender pay gap equality across the entire workforce. In our 2018 and 2019 gender pay reports we commented on the disproportionate number of men in senior management roles and the measures that were had implemented as a result. We are pleased that our efforts have seen an increase of the percentage of females in the upper quartiles and a reduction in both the mean and median gender pay gaps from 2019 to 2020.

We believe that this is due to our pro-active approach to career progression internally and ensuring that females do not have any barriers in their way, for example, by ensuring that we have sufficient flexible working initiatives in place to enable staff to manage their work/life balance in a way that suits their personal circumstances. We have also made a conscious effort to ensure that when posts are advertised externally, they appeal equally to both sexes to ensure that the best candidates are attracted regardless of their sex. The combination of both of these efforts has seen an increase in career progression for female team members into the Upper Middle and Upper Top Quartile.

On the snapshot date, there were 38 staff members (25 females and 13 males) on furlough whose salaries were not topped up to full pay. As such these staff members were excluded from the following calculations:

- The mean gender pay gap
- The median gender pay gap
- The percentage of men and women in each quartile

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 if we continue with the measures, we are currently operating, we will increase diversity in new recruits and career progression. This happened from 2018 to 2019 and we have seen this improve further from 2019 to 2020 and we hope that it continues.

One further point we wanted to highlight in relation to our published statistics is in relation to the payment of bonuses. The proportion of women receiving bonuses has increased from 50% in 2019 to 62% in 2020 and the median bonus pay gap has reduced from 50% to 20% which is a significant reduction. We are really pleased that there are now as many females receiving bonuses as males.

I confirm 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', is written over a horizontal dotted line.

Gagan Puri
Chief Financial Officer
Rockley Dene Homes Ltd