

## Gender Pay Gap Report 2021 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 2021 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                    11.46%**

The mean hourly rate for males was 11.46% 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                2.65%**

The median hourly rate for males was 2.65% higher 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                    -37.32%**

The mean bonus paid to males is 37.32% lower than the mean bonus paid to females.

### **MEDIAN BONUS PAY GAP                40%**

The median bonus paid to males is 40% higher than the median bonus paid to females.

## **PROPORTION OF MALES AND FEMALES RECEIVING A BONUS**

Males                43%

Females            57%

## **PAY ACROSS QUARTILES**

Splitting pay into quartiles as at 5 April 2021 gives a distribution of males and females within each quartile as follows:

<b>Quartile</b>	<b>Male</b>	<b>Female</b>
1 (Highest)	45% (29)	55% (35)
2	38% (25)	62% (40)
3	29% (19)	71% (46)
4 (Lowest)	38% (24)	62% (40)

## 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 2021, the workforce comprised 265 members of staff - 165 female and 100 male members of staff (62% female, 38% 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 2.65%. This is below the provisional national average of 15.4% for all employees<sup>1</sup>.

As a company, we are committed to gender pay gap equality across the entire workforce. In our previous 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 focussing on career progression, with notable female individuals having been promoted this year and we hope that these continued efforts will be better reflected in future statistics.

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.

On the snapshot date, there were 7 staff members (4 females and 3 males) on leave (sick/parental) 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 if we continue with the measures, we are currently operating, we 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. The mean bonus pay gap has reduced from 70.98% to -37.32% which is a significant reduction.

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

Signed



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

<sup>1</sup> As published by the Office of National Statistics ([Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk))