

Gender Pay Gap Report 2024 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 2024 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 8.21%

The mean hourly rate for males was 8.21% 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 1.14%

The median hourly rate for males was 1.14% 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 33.62%

The mean bonus paid to males is 33.62% higher than the mean bonus paid to females.

MEDIAN BONUS PAY GAP 50%

The median bonus paid to males is 50% higher than the median bonus paid to females.

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS

Males 25%

Females 27%

PAY ACROSS QUARTILES

Splitting pay into quartiles as at 5 April 2024 gives a distribution of males and females within each quartile as follows:

Quartile	Male	Female
1 (Lowest)	36% (28)	64% (49)
2	31% (24)	69% (54)
3	42% (33)	58% (45)
4 (Highest)	41% (32)	59% (46)

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 2024, the workforce comprised 311 members of staff 194 female and 117 male members of staff (62% female, 38% male). This percentage of male members of staff to female is higher than the percentage split in the social care sector in general.

Our difference in the median pay between men and women in our workforce is 1.14%. This is below the national average of 13.1% for all employees.

As a company, we are committed to gender pay gap equality across the entire workforce. We continue to focus our efforts on career progression internally and we continue to see a reduction in the gender pay gap between men and women. We continue to have no gender pay gaps within the lower 2 quartiles and we have seen a reduction in the mean gender pay gap by 1.38% from 2023, reflecting measures we have implemented.

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.

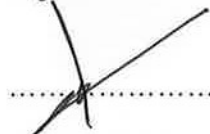
On the snapshot date, there were 17 staff members (14 females and 3 males) on leave (sick/parental/unpaid) whose salaries were not topped up to full pay. As such these staff members were excluded from the following calculations:

- 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.

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