



**The Royal Star
& Garter Homes**
Caring for the nation's military family since 1916

Gender Pay Gap Reporting

The Royal Star & Garter Homes is required to publish an annual gender pay gap report in line with the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This statement provides our pay data as at 5 April 2017.

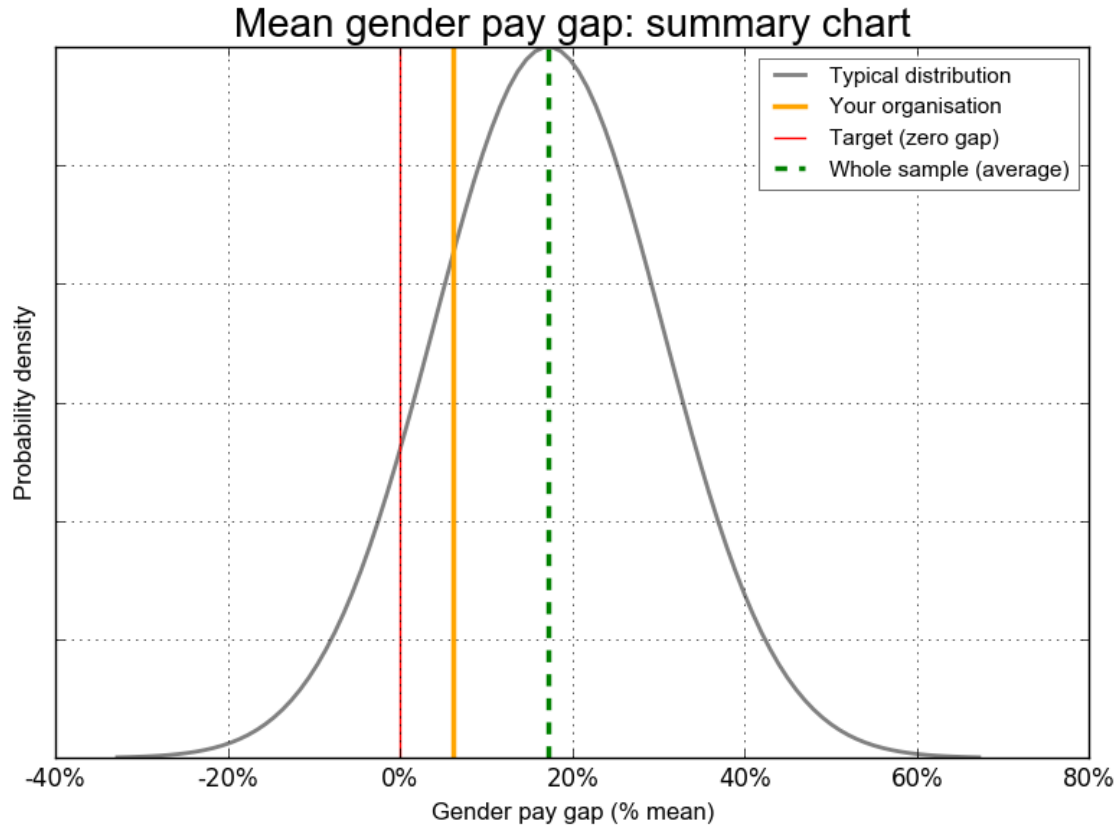
The data provided is for permanent, temporary and bank staff employed by Charity employed to work in our two care homes and administrative office.

We offer a range of employment and career opportunities which include full-time; part-time and bank contracts of employment. We aim to ensure that all staff are paid equally regardless of gender and any other characteristic in accordance with current legislation and equal opportunities policies.

The tables below provides the mean and median gender pay and bonus gap percentages.

	Mean	Median
Hourly Pay	6.2%	0.0%
Bonus	3.5%	3.5%

The Headline result for the Charity is a mean gender pay gap of 6.2%. This is significantly below organisations in the same sector, those with a similar financial turnover and when compared with organisations with a similar number of employees. This figure is distorted due to the high percentage of female staff employed by the Charity (80%) mostly employed in the middle banding. Attracting males to work in the care sector is difficult but something the Charity continues to actively encourage, focusing on the creation of opportunities such as new to care roles and apprenticeship routes into care which may attract men seeking a career change.



Bonus Pay

The mean gender bonus gap is relatively small at 3.5. The median gender bonus gap of reflects the small number of five people paid a bonus and a slightly higher number of male employees, 3 male and 2 female. This is a historical agreement put in place to effectively manage a significant period of organisational change and is due to be discontinued at the end of 2017



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Pay Quartiles by Gender

Pay Quartile	Males	Females	Description
Lower Quartile	12.9% (9)	87.1% (61)	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	23.9% (17)	76.1% (54)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	23.9% (17)	76.1% (54)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Top Quartile	18.3% (13)	81.7% (58)	Includes all employees whose standard hourly rate places them above the upper quartile

What are the underlying causes of the gender pay gap?

RSGH are confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women choose to work within the organisation and the salaries that these roles attract.

Typically within the care sector, the majority of staff are female, 80% at the date of this report. Staff employed in the middle two quartiles of the table above are identical because the segment is split between male and female staff who receive exactly the same rate of pay working in the role of Health Care Assistant. Recruitment opportunities within the Charity are open to both men and women on an equal basis and we actively encourage applications from men to ensure that our male residents have the choice of support from male carers.

How does RSGH's gender pay gap compare with that of other organisations?

The mean gender pay gap for RSGH is significantly below the benchmarked data from the Office of National Statistics Annual Survey of hours and Earnings 2016. The mean gender pay gap for the whole economy (as reported in October 2016 by the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is reported as 17.3%. The figure for RSGH is 6.2%.



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The median gender pay gap for the whole economy is reported as 18.1%. At 0.0%, RSGH's median gender pay gap is, therefore, significantly lower than that for the whole economy at the time of reporting.

What will RSGH do to monitor and address any gender pay gap?

While RSGH's gender median pay gap is currently showing a favourable situation when compared with organisations across the whole UK economy, this is a serious matter and one that RSGH will actively continue to monitor and address where possible.

Pay rates are reviewed annually for all roles and increases are considered in line with market rate data.

Our recruitment and internal promotional opportunities will continue to be openly advertised to all employees regardless of gender. All learning and development initiatives including access to apprenticeship programmes help to assist and encourage all staff to develop their skills and career pathway.

Siobhan Creighton
Director of Human Resources