

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 2018.

The data provided is for permanent, temporary and bank staff employed by the Charity employed to work in our care homes and the 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 for their role 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 for 2018.

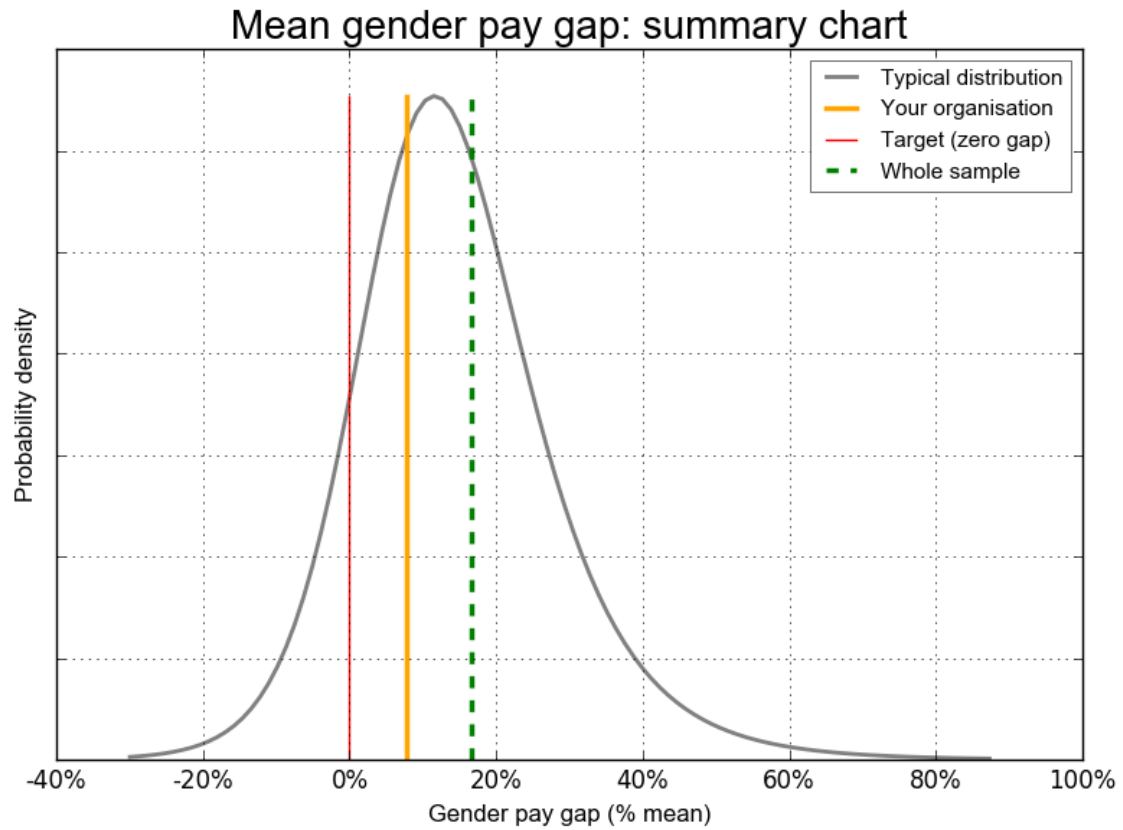
	Mean	Median
Hourly Pay	7.7%	2.1%
Bonus	72.1%	91.2%

The headline result for the Hourly Pay rate is a mean gender pay gap of 7.7%. While up slightly on 2017 (6.5%) it remains significantly below organisations in the same sector, those with a similar financial turnover and when compared with organisations with a similar number of employees.

The mean gender bonus pay gap is notably higher this year at 72.1% (3.5% in 2017) due to the introduction of smaller individual payments to a wider range of staff across all bands (19 people). The bonus payments previously made to a small group of senior staff (5 people) during a prolonged period of change and organisational change ended in December 2017 and will therefore meet with our objective to demonstrate a more balanced outcome in 2019.

The Charity employees are predominantly female at 80%. The majority of all staff (78%) occupy roles that have set salaries for the job and within these job families staff are paid equally for the role and the rate of pay is not based on gender. The Charity undertakes market research and benchmarking each year across all roles employed by the Charity to ensure we remain competitive and have the ability to attract the quality of candidates we require.

The mean gender pay gap for the Charity is 7.7%.



Pay Quartiles by Gender

Pay Quartile	Males	Females	Description
Lower Quartile	17.1% (12)	82.9% (58)	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	17.1% (12)	82.9% (58)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	28.6% (20)	71.4% (50)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Top Quartile	20.04% (14)	80.0% (56)	Includes all employees whose standard hourly rate places them above the upper quartile

What are the underlying causes of the gender pay gap?

The Charity remains confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The Charity continues to remain competitive in the salaries offered across all roles.

Typically within the care sector, the majority of staff are female, 80%. Recruitment opportunities within the Charity are open to both men and women on an equal basis.

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

Group	Mean gender pay gap (%)	Mean gender pay gap (£)
The Royal Star & Garter Homes	7.7	1.17
Whole sample	16.6	2.97
Sector: Charities / not for profit	11.3	1.90
Industry: Not for profit	11.3	1.90
National Statistics (ASHE 2017)	All employees: 17.4; Human health and social work: 25.0; Other services: 22.1	All employees: 3.06; Human health and social work: 4.71; Other services: 3.60

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

Even with a slight increase in the median pay gap we remain in a favourable situation when compared with organisations across the whole UK economy. We will continue to monitor pay and awards and will seek opportunities to actively address any potential gender pay differential.

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

Bonus payments for senior members of staff were discontinued at the end of 2017 and this will be reflected in the 2019 report.

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