

Gender Pay Gap Report 2019



At Royal Star & Garter our values sit at the heart of our care. They shape our commitment to a person centred approach and underpin our vision of a future where all veterans can live life to the full.

In accordance with the Equality Act 2010 we are publishing our annual gender pay gap report. We have used 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 2019.

We employ 369 people. 88% of these work in our three care homes, 12% in our administrative office. 84% of our staff are female. The majority of all staff (87%) 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. We undertake market research and benchmarking each year across all roles to ensure we remain competitive and have the ability to attract the quality of candidates we require.

The data provided is for permanent, temporary and bank staff working 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. 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 provide the mean and median gender pay and bonus gap percentages for 2019.

	Median	Mean
Hourly pay	1.58%	10.37%
Bonus	38.6%	-15.38%

The headline result for the hourly pay rate is a median gender pay gap of 1.58%. This is a decrease of 0.52% since 2018 (2.1%).

Our mean gender pay gap is 10.37%. This is an increase of 2.67% since 2018.

The UK median gender pay gap for full time employees 2019 is 8.9%; for all employees (including part-time) it is 17.3%. The median gender pay gap for the UK charity sector is 7.9%.

Data on gender pay gaps generally uses the median figure rather than the mean. The mean is calculated by adding up all of the wages of employees in a company and dividing that figure by the number of employees. This means the final figure can be skewed by a small number of highly paid individuals. The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is a lot of variation in pay.



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We feel the median is a better measure for us with our structure which is bottom heavy. Using the median also allows an easy direct comparison with published data.

In terms of bonuses; the mean bonus pay gap has dropped dramatically from 72.1% in favour of men in 2018 to -15.38%; 9 individuals received bonuses. On average our bonuses favour women however the median tells us that although fewer men (1.64%) were awarded bonuses than women (3.21%) these were for relatively larger amounts (£1,000 for men versus £614 for women).

Pay quartiles by gender

	Males	Females	Description
Lower Quartile (A)	13.6%	86.4%	Includes all employees whose standard hourly rate places them at or below the lower quartile
	11	70	
Lower Middle Quartile (B)	14.6%	85.4%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
	12	70	
Upper Middle Quartile (C)	24.7%	75.3%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
	20	61	
Top Quartile (D)	18.3%	81.7%	Includes all employees whose standard hourly rate places them above the upper quartile
	15	67	

The underlying causes of our gender pay gap

We remain confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. We are cognisant that some of the specialist roles in our Head Office are in professions traditionally male dominated (IT and finance for example) and attracting comparatively higher salaries than care roles. We rigorously benchmark all roles to remain competitive in the salaries we offer.



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