

Gender Pay Gap Report 2020



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 5th April 2020.

We employ 383 people. 90% of these work in our three care homes, 10% in our administrative office. 83% of our staff are female. The majority of all staff (91%) 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 data provided is for permanent, temporary and bank staff employed by the charity 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 table below provides the mean and median gender pay and bonus gap percentages for 2020.

	Median	Mean
Hourly Pay	1.6%	11.6%
Bonus	-13.2%	-41.8%



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Our median pay gap for hourly pay has not changed from 2019 at 1.6%.

Our mean gender pay gap has increased slightly by 1.23% since 2019 and is now 11.6%.

The UK median gender pay gap for full time employees 2020 is 7.4%; for all employees (including part-time) it is 15.5%. Accurately calculating the median gender pay gap for the charity sector is difficult as many charities fall below the 250 staff reporting limit and criteria vary. Analysis suggests it is somewhere between 5.4-8%. At 1.6% ours is well below this.

Gender pay gap data 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. Consequently the final figure can be skewed by a small number of highly paid individuals and therefore we feel that the median is a better measure for us with our structure, which is bottom heavy. The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest, it is more representative when there is a lot of variation in pay. Using the median also allows an easy direct comparison with published data.

27 individuals received bonuses – 21 women and 6 men. Proportionally bonuses favoured men: 9.8% of male staff were awarded bonuses compared to 6.5% of female staff however, on average women received higher amounts: £1500 versus £1325 for men.



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Pay quartiles by gender

	Males	Females	Description
Lower Quartile (A)	7.4%	92.6%	Includes all employees whose standard hourly rate places them at or below the lower quartile
	7	87	
Lower Middle Quartile (B)	15.8%	84.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
	15	80	
Upper Middle Quartile (C)	24.5%	75.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
	23	71	
Top Quartile (D)	16.8%	83.2%	Includes all employees whose standard hourly rate places them above the upper quartile
	16	79	

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 attract comparatively higher salaries than care roles. 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.



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