

Gender Pay Gap Report 2023



At Royal Star & Garter our values sit at the heart of our care. They shape our commitment to a person-centered 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 2023.

We employed 365 people in salaried roles. A further 46 people were employed on our bank and paid for the hours they worked. 87% of these worked in our three care homes, 13% in our administrative office. 80% of our staff were female. The majority of all staff (85%) 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 our equal opportunities policies.

The table below provides the mean and median gender pay and bonus gap percentages for 2023.

	Median	Mean
Hourly Pay	0.4% (1.65%)	11.8% (12.9%)
Bonus	0% (0%)	40.7% more for women (5.8%)

Figures in brackets relate to 2022 data



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Our median pay gap for hourly pay has decreased by 1.2% from 2022 and is now 0.42% (0.6p per hour in favour of men).

Our mean gender pay gap has decreased by 1.2% since 2022 and is now 11.8% (£2.22 per hour in favour of men).

The UK median gender pay gap for full time employees in 2023 is 7.7% (up from 7.6% in 2022). It is still below the pre-Covid pandemic level of 9%. At 0.42% ours is considerably below the lowest figure reported for the UK.

We compare ourselves to the charity sector and the care sector. Research suggests that for charities the gender pay gap has remained above 8%. This is because while women account for c.68% of charity employees, 56-63% of charity CEOs are women. This falls to 35% of CEOs of the largest charities and 46% of the oldest charities (Civil Society). Research by The King's Fund suggests the gender pay gap for Care Workers & Home Carers and Registered Nurses is now in favour of women (0.3% and 0.8% respectively). We pay the same rate to our Healthcare Assistants (HCAs) and Registered Nurses (RNs) regardless of gender, based on the appropriate market rate for each area (West Midlands, Buckinghamshire & Outer London). When considering the pay gap for our HCAs and RNs, we have slightly more men based at our Outer London site which slightly skews our gender pay gap in favour of men.

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.

13 (14) individuals received bonuses – 7 (12) women and 6 (2) men. Proportionally bonuses favoured men: 4% (4%) of female staff were awarded bonuses compared to 10% (3%) of male staff. There is no difference in median bonus amounts, however the mean favours women by 40%. This is a reversal of our 2022 data and is indicative of the small number of bonuses paid.



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Pay quartiles by gender

	Males	Females	Description
Lower Quartile (A)	17% (16.1%)	83% (83.9%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
	Mean hourly pay £12.04	Mean hourly pay £12.16	
Lower Middle Quartile (B)	16.2% (17.4%)	83.8% (82.6%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
	Mean hourly pay £13.39	Mean hourly pay £13.46	
Upper Middle Quartile (C)	26.3% (20.9%)	73.7% (79.1%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
	Mean hourly pay £15.19	Mean hourly pay £15.17	
Top Quartile (D)	19.2% (19.8%)	80.8% (80.2%)	Includes all employees whose standard hourly rate places them above the upper quartile
	Mean hourly pay £34.52	Mean hourly pay £25.85	

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. These roles are also predominantly based at our Outer London sites. 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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