

Gender Pay Gap Report 2025



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. We are proud, that for the first time, we have achieved a median pay gap of zero.

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 2025.

We employed 385 people in salaried roles. A further 46 people were employed on our bank and paid for the hours they worked. 86% of our people worked in our three care homes, 14% for Central Services. 79% of our staff were female. The majority of 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 or any other characteristic in accordance with legislation and our policies

The table below provides the mean and median gender pay and bonus gap percentages for 2025.

	Median	Mean
Hourly Pay	-1% (0%)	5% (10%)
Bonus	0% (33%)	-35% (19%)



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Figures in brackets relate to 2024 data

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Our median pay gap for hourly pay has decreased by 1% from 2024 and is now -1%. This means our median pay favours women.

Our mean gender pay gap has decreased by 5% since 2024 and is now 5% (£0.87 per hour in favour of men).

The UK median gender pay gap for full-time employees in 2025 is 6.9%, a slight decrease from 7.1% in 2024. This continues the long-term downward trend observed over the past decade. With a median gender pay gap of -1%, women in our organisation earn slightly more than men on average.

We compare ourselves to the charity sector and the care sector. Research suggests that for charities the gender pay gap has decreased from 6.8% to 6.3%. This is because while women account for c.68% of charity employees, only around c.60% of charity CEOs are women overall, and this proportion is lower at the largest and oldest charities (Civil Society). Recent analysis of ONS data suggests care workers and home carers have a small reversed gender pay gap of -0.4%, with women earning slightly more than men (Ciphr, using Office for National Statistics (ONS) data). Within our organisation, we pay Healthcare Assistants (HCAs) and Registered Nurses (RNs) the same rate regardless of gender, based on the appropriate market rate for each area (West Midlands, Buckinghamshire, and Outer London).

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.

43 (16) individuals received bonuses – 37 (13) women and 5 (3) men. Proportionally bonuses fractionally favoured women: 12% (4.1%) of female staff were awarded bonuses compared to 6% (3.8%) of male staff. There is a difference in median bonus amounts of 0% and the mean favours women by 35%.



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Pay quartiles by gender

	Males	Females	Description
Lower Quartile (A)	24% (19%)	76% (81%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile (B)	27% (22%)	73% (78%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile (C)	21% (22%)	79% (78%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Top Quartile (D)	19% (23%)	81% (77%)	Includes all employees whose standard hourly rate places them above the upper quartile

Figures in brackets relate to 2024 data



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