

RCH Care Homes

2022 Gender Pay Gap Report

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Croner

HR • Tax • H&S • Reward



Introduction

RCH Care Homes is a caring family-owned business, underpinned by a leading team of skilled and experienced care experts. Our senior team consists of family members and carefully selected care sector specialists, who provide expert direction and guidance to our regional and care home teams. Together, we endeavour to create warm and welcoming care homes where our residents receive the kind of high-quality and personalised care that would be fit for our precious family members.

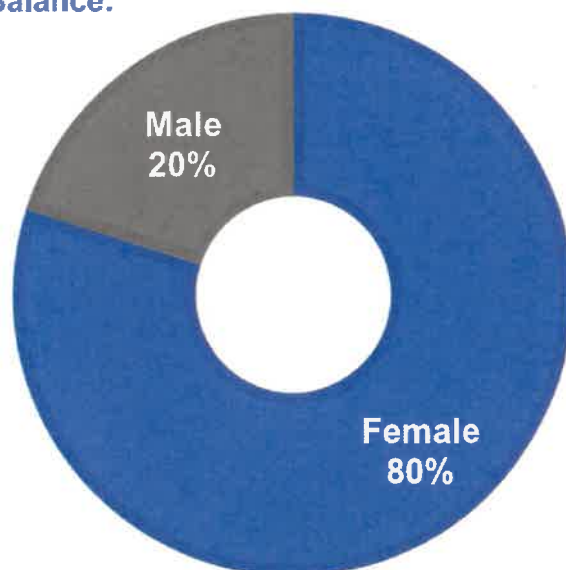
Since our creation in 1991 as a medium-sized and established provider, we believe relationships are fundamental to our ongoing success. We take pride in getting to know our residents, their loved ones and our team members. Through these bonds, and by working together as a team, we are able to deliver kind and compassionate care for the extraordinary people living in our homes.

Alongside this, we provide help to the most important people in their lives and support our dedicated care home teams to be the very best people and teammates they can be.

Simply living life comfortably in one of our homes isn't good enough for us. We strive to ensure all of our residents spend their days enjoying the things that they love, feeling happy and contented, and receiving expert care that not only meets their physical and mental wellbeing needs but also supports them to live their lives to the full.

Relevant full pay employees at snapshot date: 1004

Gender Balance:



Report Methodology

What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

What is Equal Pay?

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent job.

The audit is not simply a data collection exercise. It entails a commitment to put right any pay inequalities and this means that there should be involvement and support from managers within the organisation to deliver necessary changes.



Croner Reward's proprietary tool is designed to rigorously test the fairness of an organisation's pay system through a variety of different tasks by analysing the required cross-sections of your organisation.

These include probing the pay differences between males and females for hourly pay and bonuses.

The output of this analysis indicates where, if at all, any risk and potential exposure exists. For both males and females, the essential features that have been analysed in this report are the hourly full pay rates and bonus payments for all relevant employees.

The outcomes provided through our analysis highlight:

- The differences in mean hourly pay
- The differences in median hourly pay
- The percentage of male and female employees in each hourly pay quartile.
- The distribution of bonuses to male and female employees
- The percentage of male and female employees in each hourly pay quartile.

In our conclusions you will find:

- An illustration of any gaps or risks that exist
- Access to telephone advice and support

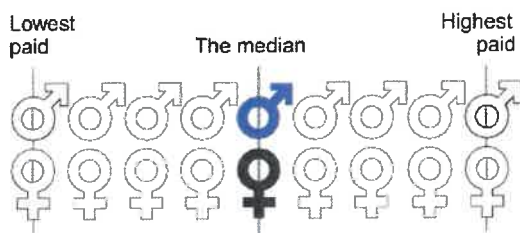


Report Methodology

How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data for relevant roles from the entire business which includes many different roles that bring a variety of rates of pay.

Imagine if all employees stood in two lines (male and female) in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.



How are the Mean Gaps Calculated?

The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

Bonus Payment Calculations

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers.

Both median and mean calculations are carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

How are the Pay Quartiles Calculated?

As part of the gender pay report, we also show the percentage of men and women in each pay quartile.

Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before splitting the list into four equal-sized groups and calculating the percentage of males and females in each.

What's Included in our Hourly Pay Calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from **April 2021**, including ordinary full pay and bonus/commission paid in the same pay period.

Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.



Analysis of Results

In Summary

- The hourly pay calculations in this report are based on **1004 relevant full pay employees**.
- Bonus pay calculations are based on **1004 employees**.
- The **mean** hourly full pay gap is **6.98%**; and the **median** hourly full pay gap is **2.77%**, both in favour of the **male** workforce.
- The **mean** bonus pay gap is **48.43%** and the **median** bonus gap is **zero**.
- **11.11%** of all relevant **males** and **8.06%** of all relevant **females** received a bonus payment in the twelve months preceding the snapshot date.

Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	11.15	9.07
Female	10.99	9.05
Male	11.01	9.31
Pay Gap	6.98%	2.77%

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

	Lower	Low-Mid	Upper-Mid	Upper
Female	86%	80%	81%	74%
Male	14%	20%	19%	26%

Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£198.08	£150.00	65	8.06%
Male	£384.09	£150.00	22	11.11%
Pay Gap	48.43%	0.00%		