



Roseberry Care Centres (GB) Gender Pay Gap Reporting 2020/21

The Company recognises the need for a diverse and gender balanced workforce in order to provide our residents with the care they deserve.

Our Gender Pay Gap figures have been calculated in line with the regulations set out in the gender pay gap reporting legislation and I can confirm that the figures have been verified.

Mrs Melanie Auckland
Chief Executive – Roseberry Care Centres (GB)

Gender Pay Reporting

The gender pay gap looks at the difference in average earnings between male and female employees across the Company, regardless of seniority or role. It is not the same as equal pay, which looks at whether male and female employees are paid equally for doing the work of equal value.

Mean and Median Gender Pay Gap

The mean pay gap is the difference between average hourly pay of male and female employees.

The median pay gap is the difference between the midpoints in the ranges of hourly pay of male and female employees. It takes all earnings in the sample, lines them up in order from lowest to highest and the median is the mid-point.

	Mean	Median	National Average
Gender Pay Gap	3.3%	0.0%	15.5%

The Company's mean gender pay gap has increased from 5th April 2019 to 5th April 2020 from 2.6% to 3.3%, however, this is because we had an increase in male employees during 2020.

The Company's gender pay gap is significantly lower than the national average.

Mean and Median Gender Bonus Gap

	Mean	Median
Bonus Gap	-17.7%	50%

The nature of our workforce coupled with the bonus schemes we offer also affects our bonus pay gap. Our mean and median gender bonus gaps are significantly affected by the fact that the Company's bonus payments were paid to the central team in 2020 for recognition and retention purposes and the central team is majority of female employees.



Proportion of Males and Females Employees in Pay Quartiles

The table below shows the gender split when we order hourly rate of pay from highest to lowest and group the workforce into four equal pay quartiles.

Quartile	Female employees (%)	Male employees (%)
Upper	84.7%	15.3%
Upper middle	85.2%	14.8%
Lower middle	85.4%	14.6%
Lower	87.5%	12.5%

How we are addressing the Gender Pay Gap

Whilst our median gender pay gap is 0% and the mean gender pay gap is significantly better than the national average, the Company is always working to promote gender diversity.

We will continue to develop and monitor the central team recruitment processes to promote gender diversity within the senior roles.

More information can be found [here on the Government's gender pay gap service website](#).