



Gender pay Gap Report 2017 – Retirement Villages Group Ltd

Introduction

The Equality Act (Gender Pay Gap Information) Regulations 2017 requires organisations employing more than 250 people to undertake a Gender Pay review process and publish the results on both the Company's and government (prescribed) website by 4th April 2018.

The Retirement Villages Group Ltd review is based on a "snapshot" date of 5th April 2017 and comprises of the calculations that show the difference between the average earnings of men and women in the company on that date.

The calculations and the method of calculating pay are set out in the regulations.

RV Group Ltd workforce by gender:

On 5th April 2017 the workforce comprised of 802 staff, 644 females (80.3%) and 158 males (19.7%).

Mean Gender Pay Gap:

As at 5th April 2017 the mean average hourly pay rate for males was £12.77 and the mean average hourly rate for females was £10.30.

Therefore, based on the mean average hourly rate of pay, the RV Group Ltd gender pay gap as at 5th April 2017 was 19.4% in favour of male staff.

Median Gender Pay Gap:

As at 5th April 2017 the median hourly pay rate for male staff was £8.92 and the median hourly pay rate for female staff was £8.57

Therefore, based on the median hourly rate of pay, the RV Group Ltd gender pay gap as at 5th April 2017 was 4.1% in favour of male staff.

Bonus Pay Gap

The number of staff who received an annual bonus payment as at the snapshot date of 5th April 2017 was 13. Of these 8 staff were male and 5 were female staff. The percentage of staff who received an annual bonus by gender was 5.06% male and 0.77% female.

As at 5th April 2017 the mean average annual bonus paid to male staff was £5,006 and the mean average annual bonus paid to female staff was £5,155.

Therefore, based on the mean average annual bonus, the RV Group Ltd gender pay gap as at 5th April 2017 was 2.9% in favour of female staff

As at 5th April 2017 the median annual bonus paid to male staff was £3,100 and the median annual bonus paid to female staff was £5,000.

Therefore, based on the median annual bonus, the RV Group Ltd gender pay gap as at 5th April 2017 was 38% in favour of female staff.

Pay Rate Quartiles as a 5th April 2017

Splitting the hourly pay rate into quartiles (four sections ranked by hourly pay rate amounts) gives a distribution of male and female staff within each quartile as follows:

Quartile	Male %	Female %
1 st	19.0	81.0
2 nd	33.3	67.7
3 rd	75.0	25.0
4 th	42.9	57.1

Conclusions

RV Group Ltd does have a gender pay gap as at 5th April 2017. The majority of staff employed are female (80.3%) which is in line with national care employment statistics (Skills for Care report 2017 indicated that the care sector workforce comprised of 82% female and 18% male). Historically it has been identified that pay rates within the social care sector reflect the National Minimum Wage. Within the RV Group Ltd there were 117 female staff whose rate of hourly pay was at the national minimum rate of £7.50 compared to 20 male staff paid at the same rate. This represented 18.2% (644 female staff) of all female staff compared to 12.7% (158 male staff) within the male staff group. Additionally it is also recognised that a number of higher earning male staff within RV Group Ltd are employed in traditionally male dominated professional skills groups (construction).

It should be noted that in September 2017, which is after the snapshot date of 5th April 2017 used for the report above, the RV Group Ltd was sold and restructured with the all care elements of the business transferred out of the Group.

Action

The newly restructured RV Group Ltd (post sale September 2017) will be undertaking a review of key processes, including equality and diversity, recruitment and family friendly policies. The purpose of the review will be to seek to identify whether the Group can attract and retain a more balanced workforce at all levels. Additionally an internal review of pay gender will be undertaken to analyse the post September 2017 pay position.