



Gender Pay Gap Report

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Director of Administration

Introduction

Risedale Estates Limited provide long term residential and nursing care, predominantly but not exclusively to older adults. We are committed to ensuring all members of staff are treated and rewarded fairly, irrespective of gender. We aim to determine pay and conditions of employment that do not discriminate by ensuring there is equal pay for work of equal value.

The Gender Pay Gap Reporting legislation, introduced in April 2017, requires that UK employers with 250 employees or more on the snapshot date publish data about their gender pay gap. It is the difference in average pay between men and women in the workforce.

Risedale Estates Limited Gender Pay Gap Report will cover the following six metrics:

- 1 Mean Gender Pay Gap in hourly pay
- 2 Median Gender Pay Gap in hourly pay
- 3 Mean Bonus Gender Pay Gap
- 4 Median Bonus Gender Pay Gap
- 5 Proportion of male and female employees receiving a bonus payment
- 6 Proportion of male and female employees in each pay quartile

Employees included within our gender pay gap calculations are UK based on employment contracts but does not include owners.

The gender pay gap calculations are based upon ordinary pay which includes basic pay, allowances, pay for leave but excludes overtime pay, repayment of expenses and interest free loans.

Risedale Estates Limited Group Demographics:

During the snapshot period (April 2017) the gender split within the company shows that the number of relevant female employees outweighs the number of relevant male employees.

Relevant Employees: 575

484 females (84.17% of total relevant employees) and 91 males (15.83% of total employees)

Full Pay Relevant Employees: 442

For every full pay male relevant male employee there are 5.5 full pay relevant female employees.

374 females (84.61% of total full pay relevant employees) and 68 males (15.39% of total full pay relevant employees)

Risedale's first Gender Pay Gap Report demonstrates that its gender pay gap in hourly pay is lower than the current national norms.

1. Mean Gender Pay Gap in hourly pay

National Average	17.30%
Risedale Estates Limited	10.00%

2. Median Gender Pay Gap in hourly pay

National Average	18.10%
Risedale Estates Limited	8.46%

3. Mean Bonus Gender Pay Gap

56.87%

4. Median Bonus Gender Pay Gap

48.90%

5. Percentage of relevant male employees receiving a bonus during bonus period as a percentage of total relevant males

Total Relevant Male employees during the 12 month bonus period	94
Total Relevant Male employees who received a bonus during the 12 month bonus period	20 (21.28%)

Percentage of relevant female employees receiving a bonus during bonus period as a percentage of total relevant females

Total Relevant Female employees during the relevant 12 month Bonus period	467
Total Relevant Female employees who received a bonus during the 12 month bonus period	93 (19.91%)

The proportion of relevant males and females receiving a bonus are very similar, with a gap of under two percentage points.

The data suggests that although more females receive a bonus than their male counterparts, the male bonuses are higher.

6. Proportion of male and female employees in each pay quartile (Full Pay Relevant Employees)

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	13.64%	6.31%	17.27%	24.32%
Male Count	15	7	19	27
Female	86.36%	93.69%	82.73%	75.68%
Female Count	95	104	91	84

There are significantly higher numbers of females within all of the four quartiles but this remains consistent with the higher number of females within the workforce as a whole.

The table above indicates that the majority of the full pay relevant male employees on the snapshot date fall within the upper pay quartile (39.7%). In fact, 67.6% of full pay relevant male employees fall within the upper middle and upper quartiles.

Action Planning:

Risedale Estates Limited is committed to reducing its gender pay gap and further committing itself as an exemplary employer.

- We will conduct a review of our bonus structure to ensure fairness and consistency in our approach and application
- We will evaluate our recruitment processes to ensure males have the same access to care worker roles as females