

Kind Supportive Trusted

Gender Pay Gap Report 2023





Introduction

At RMBC Care Co., we care for older Freemasons, their families and the wider community by providing residential care, nursing care and residential dementia support, permanent stays and respite breaks.

Our focus is to ensure that by living our values of **Kind**, **Supportive** and **Trusted** our residents can have a perfect day, each and every day. Achieving this together with support to residents' families can only come from a highly motivated and engaged staff team. We invest in attracting and recruiting people who share our values and then provide comprehensive induction and ongoing learning and training initiatives. We offer a range of career opportunities including full time, part-time and bank roles, ensuring that all staff are paid equally regardless of gender and other characteristics within our equal opportunities policy. We also offer a range of wellbeing benefits and we have Wellbeing Champions at each of our care homes and at head office. We recognise that carers often forget about themselves, and we want to ensure that our staff have access to a range of health and support groups.

RMBC Care Co. is required to publish an annual gender pay gap report in line with 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 2023 and is provided from 1,087 relevant full pay employees at 17 residential care home locations across England and Wales and at the head office in London with national and regional support roles.

We have significantly more women than men in the organisation including front line care staff and members of our management team.

Our data is shown in the following report and is presented in three ways: our hourly paid front line care and support staff, our salaried staff which includes a range of roles, and as a whole company.

Louise Bateman
Group Human Resources Director
27 March 2024

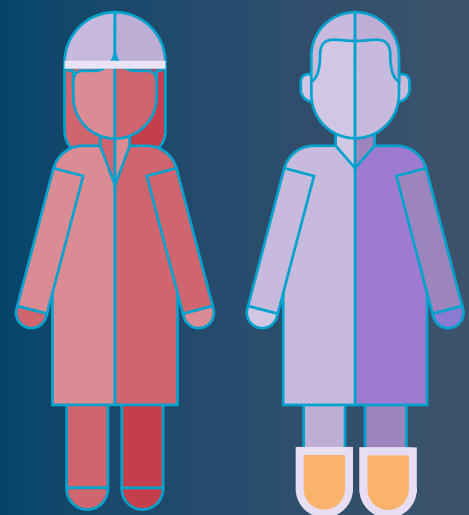


Data for our hourly paid staff based in our older persons' and learning disabilities residential services in England and Wales.



Data for our salaried staff based at our head office, national, regional and all Homes' management teams.

There are **904** relevant full pay employees in this group of which



86% are female
14% are male



82% of staff in the upper pay quartile are female (lunar only)

The difference between male and female pay

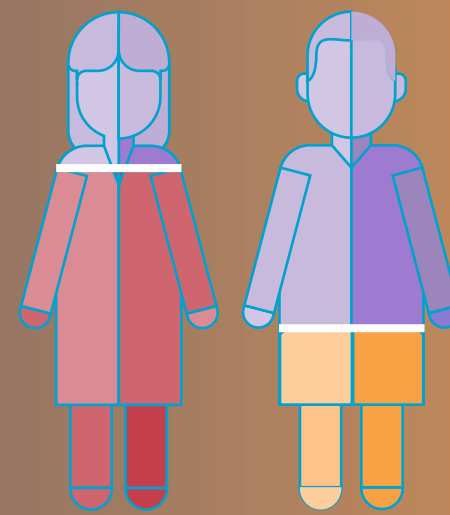
0.46%
Mean pay gap



-0.62%
Median pay gap



There are **183** relevant full pay employees in this group of which



62% are female
38% are male

The difference between male and female pay

8.72%
Mean pay gap
This mean gender pay gap has decreased by 0.4% since the previous year.

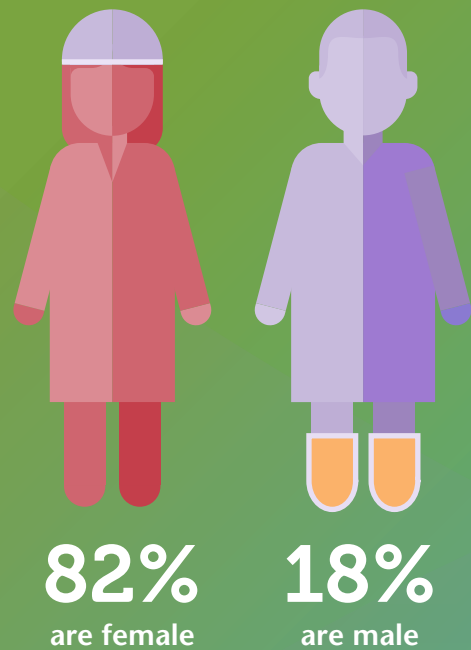
-7.55%
Median pay gap



RMBI Care Co. data across the whole organisation.



As at 5 April 2023
there were **1,087**
relevant full pay
employees in all roles
and locations



The pay quartiles are presented below and it is noted that females in all quartiles are higher than male colleagues. It is seen that males are more attracted to more senior roles, which is typical of the sector, and also shows an increase since the previous year.

Pay Quartile	Males	Females	Description
Lower Quartile	15.13%	84.87%	Includes all employees whose hourly rate places them at or below the lower quartile
Lower Middle Quartile	14.34%	85.66%	Includes all employees whose hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	15.81%	84.19%	Includes all employees whose hourly rate places them above the median but at or below the upper quartile
Upper Quartile	25.74%	74.26%	Includes all employees whose hourly rate places them above the upper quartile

For the whole organisation, our average or mean hourly pay represents a **17.82%** gender pay gap.

However, the median pay gap is **6.03%**. This is higher than the previous year, which reported at **2.09%**, but is lower than the UK median of **14.3%**.

Bonus pay

RMBI Care Co. has an approach of paying only moderate bonuses to individual members of staff. The proportion of males employed by RMBI Care Co. who received a bonus in the 12 months up to 5 April 2023 was **80.99%**, while **89.2%** of females received a bonus. The Mean bonus pay gap reports as **-25.37%** and the median bonus pay gap reports as **zero**.

What is our data showing in terms of gender pay gap and how do we manage this?

As can be seen from the data presented in the report, RMBI Care Co. has seen an increase in their median gender pay gap in the twelve month period and is still below the UK median pay gap.

RMBI Care Co. has a formal Remuneration Committee that meets each year to review pay across the organisation. We contribute to a range of external salary surveys and pay data reports to ensure that we remain competitive in our sector, to retain and attract staff and, importantly, to ensure we are fair and do not discriminate.

Our recruitment initiatives are open to both men and women and we actively encourage applications from men to ensure that our male residents have support from male carers.

How does RMBI Care Co.'s gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and RMBI Care Co.'s gap continues to compare favourably with that of other organisations. The median gender pay gap for the whole economy (as reported by the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is **14.3%**. At **6.03%**, RMBI Care Co.'s median gender pay gap is, therefore, considerably lower than that for the whole economy.



RMBI Care Co. provides residential care, nursing care and residential dementia support to older Freemasons, their families and people in the wider community.

We have been caring for older people for over 180 years and today, we support over 1,000 residents across 17 care homes in England and Wales with a focus on wellbeing and quality outcomes.

**For more information about
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RMBI Care Co. is part of the Masonic Charitable Foundation.
For more information, please visit www.mcf.org.uk

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