

Gender Pay Gap Report 2021 (Reporting on April 2020 Snapshot)

Introduction

The information set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is based on snapshot data taken at 5 April 2020.

We are required to publish the following data:

- mean and median gender pay gap equated to hourly pay;
- mean and median gender pay gap in respect of bonus payments;
- the proportion of males and females receiving a bonus payment; and
- the proportion of males and females in each hourly pay quartile.

Our commitment to equality

Rociale Healthcare Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, sexual orientation, gender reassignment, pregnancy and maternity or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic set out above). As such, job roles are evaluated and audits are completed to ensure a fair pay structure.

Our people

On 5 April 2020, 62% of our employees were female and 38% male and we only had one female member on the Senior Leadership Team. There are now two females within the Senior Leadership Team (22%), with more females having been recruited and promoted to other senior management roles throughout the business.

Gender pay gap reporting

Mean and median gender pay gap equated to hourly pay;

- As measured by the mean, men are paid on average **19.82%** more than women
- As measured by the median, women are not paid any less than men (**0%**)

Mean and median gender pay gap in respect of bonus payments;

- The mean gender bonus gap in our company is **40.12%**
- The median gender bonus gap in our company is **12.45%**

The proportion of males and females receiving a bonus payment

15 Women and 24 Men received a bonus:

Proportion of males paid a bonus: **13.79%**

Proportion of females paid a bonus: **5.40%**

The proportion of males and females in each hourly pay quartile

Band	Males	Females
Lower Quartiles	18.89	81.11
Lower Middle Quartile	25.84	74.16
Upper Middle Quartile	62.22	37.78
Upper Quartile	58.43	41.57

Our mean gender pay gap is slightly above the national average of 18%. We employed more women (278) than men (174) in April 2020 and a large majority of staff employed were female occupying Production Operative roles within the Cleanroom. Furthermore, at the time of the snapshot, our Senior Leadership Team was predominantly represented by males. These are the main contributing reasons to both the mean gender pay gap and the findings under 'the proportion of males and females in each hourly pay quartile'.

Similarly, with the majority of the Senior Leadership Team and Field Sales Team (the main roles which attract bonus payments) being male, there is a gender pay gap apparent when reporting on bonus data. However, it is important to note that there is no inequality ('gap') when comparing men and women occupying the same/similar roles, in respect of pay or bonus.

Since the snapshot date, we have seen an increase in the number of female leaders within the business.

Encouraging diversity

We remain committed to encouraging diversity and aim to facilitate this further through a number of measures:

- Increased monitoring to better understand:
 - The proportion of men and women applying for certain jobs and being recruited;
 - The proportion of men and women applying for and obtaining promotions;
 - The proportion of men and women leaving the company and their reasons for leaving;
 - The numbers of men and women in each role and pay band;
- Partnering educational bodies to promote the business and the industry to diverse groups.
- Introducing alternative recruitment methods to target applicants from a more diverse group.
- Continue to apply balanced short lists to all management positions.
- Continue to access benchmarking data for all roles to ensure we are paying market rate as well as continuing to benchmark against peers in the same or similar roles.
- Continue to monitor our data with the executive team to monitor the gender pay gap within their respective business areas allowing them to understand how their hiring and progression decisions affect the pay gap.

The company already has a flexible approach to supporting parents and carers. Employees in all areas and levels of the organisation are considered for flexible working regardless of their gender, role or level of seniority. However, the company shall continue to review proactive means by which it can encourage diversity at all levels within the organisation.

Our gender pay gap information in this statement is accurate as at the time of the snapshot (5 April 2020).

Sian Tothill
HR and Payroll Manager