

## Gender Pay Gap Report 2024 (reporting on April 2023 snapshot)

### Introduction

I am pleased to share our Gender Pay Gap, which 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 on 5 April 2023.

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 gender (or any other protected characteristic as set out above). As such, job roles are formally evaluated and regular audits are completed to ensure fair pay structures are in place.

We strive to maintain an inclusive and diverse culture where our people feel supported and inspired, regardless of their gender or background. Our business has been committed to addressing the gender pay gap in recent years and this year's results are true testament to this. We are particularly thrilled to see increased representation of women in senior roles.

We are not yet where we want to be, however, we maintain focus on our wider Equality, Diversity and Inclusion Strategy which strives for true equality, where we attract and retain a diverse pool of talent offering a broad range of ideas and perspectives, reflecting the communities we are so privileged to serve.

### Gender pay gap reporting 2023 (reported in 2024)

#### Mean and median gender pay gap equated to hourly pay;

- As measured by the mean, men are paid on average **8.01%** more than women
- As measured by the median, women are paid **3.11%** more than men (**-3.11%**).

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

- The mean gender bonus gap in our company is **41.53 %**
- The median gender bonus gap in our company is **0%** (the figure is the same)

#### The proportion of males and females receiving a bonus payment

- Proportion of males paid a bonus: **84.26 %**

- Proportion of females paid a bonus: **94.97 %**

**The proportion of males and females in each hourly pay quartile**

Band	Males	Females
Upper Quartile	<b>47.17%</b>	<b>52.83%</b>
Upper Middle Quartile	<b>22.64%</b>	<b>77.36%</b>
Lower Middle Quartile	<b>49.06%</b>	<b>50.94%</b>
Lower Quartile	<b>40.74%</b>	<b>59.26%</b>

Our mean gender pay gap has reduced further, from 9.64% in 2022 to 8.01% in 2023, and is still below the national average. When measuring by the median, women are paid more than men.

This is as a result of female representation increasing on the Senior Management Team, also reflected in the pay quartiles above.

It is important to note that there is no inequality when comparing men and women occupying the same/similar job roles throughout the business, in respect of pay or bonus.

**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; and
  - the numbers of men and women in each role and pay band.
- Continue to partner educational bodies to promote our business to diverse groups.
- Look to introduce alternative recruitment methods to target applicants from a 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 at least 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 and bonus gap.

The company already has a flexible approach to supporting parents and carers. Employees within all areas, and at all levels, are considered for flexible working regardless of their gender. In the past 24 months the business has accepted 41 flexible working requests and continues to operate a hybrid working environment, wherever possible.

The company shall continue to review proactive means by which it can encourage diversity at all levels.

Our gender pay gap information in this statement is accurate at the time of the snapshot; 5 April 2023.



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