

## Gender Pay Gap Report 2025 (reporting on April 2024 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 2024.

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 have made significant strides in addressing our gender pay gap and remain committed to fostering an inclusive and diverse culture where our people feel supported and inspired, regardless of their gender or background. We are proud to report that this year's results are a testament to the continued efforts we have put in place to ensure pay equity across all levels of Rociale Healthcare.

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 privileged to serve.

### Gender pay gap reporting 2024 (reported in 2025)

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

- As measured by the mean, men are paid on average **7.16%** more than women
- As measured by the median, women are paid **2.94%** more than men (**-2.94%**).

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

- The mean gender bonus gap in our company is **36.69%**
- 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: **63.07%**
- Proportion of females paid a bonus: **69.61%**

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

Band	Males	Females
Upper Quartile	44.68%	55.32%
Upper Middle Quartile	29.79%	70.21%
Lower Middle Quartile	40.43%	59.57%
Lower Quartile	41.67%	58.33%

Our mean gender pay gap has reduced further, from to 8.01% in 2023 to 7.16% in 2024, a reduction from 9.64% as reported for 2022 and continues to remain below the national average. When measuring by the median, women continue to be paid more than men.

Female representation within the Senior Leadership Team continues to have a positive effect which is once again reflected in the pay quartiles above, with the Upper Quartile increasing from 52.83% to 55.32% based on snapshot data taken on 5 April 2024.

It is important to highlight that there is no gender inequality in pay or bonuses for men and women holding the same or similar job roles across the company.

### 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.

Rociale Healthcare Limited remains committed to supporting parents and carers with a flexible approach. Employees across all departments and levels are considered for flexible working arrangements, irrespective of gender. Over the past 36 months, the company has approved 61 flexible working requests and continues to offer a hybrid working environment wherever feasible.

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 2024.



**Victoria Kingston**  
HR Manager