



Randolph Hill

Nursing Homes Group

Gender Pay Gap 2017/18

New Gender pay gap rules have been established and as larger employers we are required to publish information about the gaps in pay between genders. This is our second year of reporting.

We also hope this information is useful to our current and potentially future employees.

Randolph Hill offers equal pay for all jobs between genders - each person will be paid the same pay for doing the same role.

In common with many Social Care providers, Randolph Hill have a lower proportion of male employees, approximately 19% of all employees with the company. The male employees are concentrated in certain roles, particularly handymen, bus drivers, chefs, kitchen assistants and Head Office.

Male/Female Mean Rates

-1.1% mean pay gap

Male/Female Median Rates

0.0% median pay gap

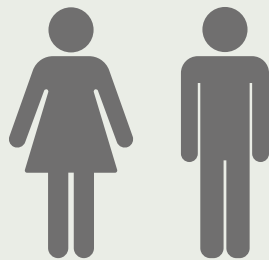
Female/Male Ratio (Quartiles)

Upper Q4



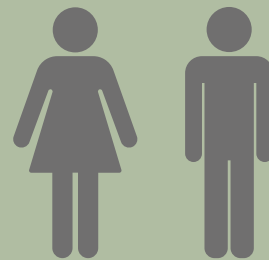
89% 11%

Q3



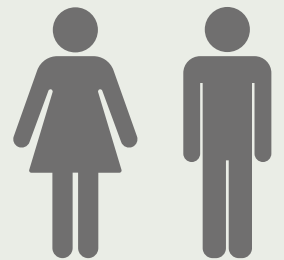
71% 29%

Q2



81% 19%

Lower Q1



81% 19%

Male/Female Mean Bonus

30.4% mean bonus gap

Male/Female Median Bonus

-63.6% median bonus gap

Percentage Receiving Bonus

Male 5.3%

Female 4.3%