



# Randolph Hill

## Nursing Homes Group

### Gender Pay Gap 2018/19

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 third 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 18% 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

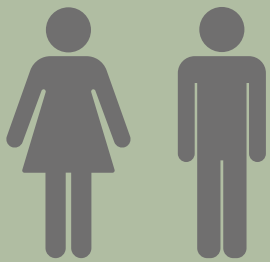
**-1.5%** mean pay gap

#### Male/Female Median Rates

**0.0%** median pay gap

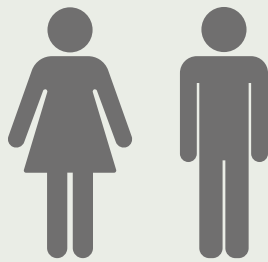
#### Female/Male Ratio (Quartiles)

##### Upper Q4



88% 12%

##### Q3



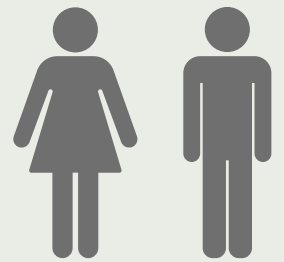
76% 24%

##### Q2



88% 12%

##### Lower Q1



78% 22%

#### Male/Female Mean Bonus

**32.8%** mean bonus gap

#### Male/Female Median Bonus

**-60.2%** median bonus gap

#### Percentage Receiving Bonus

Male 5.6%

Female 3.8%