



# Randolph Hill

## Nursing Homes Group

### Gender Pay Gap 2022/23

Gender pay gap rules have been established and, as larger employers, we are required to publish information about the gaps in pay between genders. 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.

We are very pleased that, while our mean pay gaps have moved slightly over the years, any difference remains in single figures and is down to slight variations in employment choices between the sexes and not different rates of pay. In addition, our median pay gap is 1.0%. The gap has widened slightly this year, but is still good compared to other businesses. Largely, this has been affected by a small change on the make up of our home management team with more male managers.

In common with many Social Care providers, Randolph Hill have a lower proportion of male employees, at approximately 20% of all employees with the company. While there are male and female workers in nearly every role across the company, there are some variations in the mix between male and female employees in certain roles.

The bonus numbers look more uneven but they only represent a relatively small number of people, and the percentages vary year by year because of changes to a small number of people. While the percentage of the number of males receiving bonuses exceeds the percentage number of females, the number of females receiving bonuses is higher than males.

#### Male/Female Mean Rates

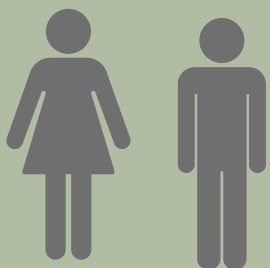
**3.0%** mean pay gap

#### Male/Female Median Rates

**1.0%** median pay gap

#### Female/Male Ratio (Quartiles)

##### Upper Q4



83% 17%

##### Q3



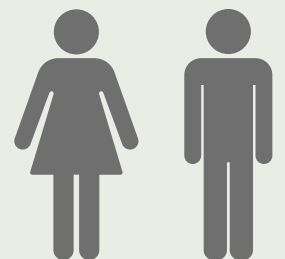
76% 24%

##### Q2



89% 11%

##### Lower Q1



73% 27%

#### Male/Female Mean Bonus

**26.1%** mean bonus gap

#### Male/Female Median Bonus

**-76.8%** median bonus gap

#### Percentage Receiving Bonus

Male 7.4%

Female 4.6%