

● Kind ● Supportive ● Trusted

# Gender Pay Gap Report 2018





# Introduction

**At The Royal Masonic Benevolent Institution Care Company (RMBI Care Co.) we care for older Freemasons, their families and the wider community by providing residential care, nursing care and dementia support, limited sheltered accommodation and short stay breaks.**

Our focus is to ensure that by living our values of **Kind**, **Supportive** and **Trusted** our residents can have a perfect day, each and every day. Achieving this together with support to residents' families can only come from a highly motivated and engaged staff team. We invest in attracting and recruiting people who share our values and then provide comprehensive induction and ongoing learning and training initiatives. We offer a range of career opportunities including full time; part-time and bank roles, ensuring that all staff are paid equally regardless of gender and other characteristics within our equal opportunities policy. We also offer a range of wellbeing benefits as we recognise that carers often forget about themselves and we want to ensure that our staff have access to a range of health and support groups.

RMBI Care Co. is required to publish an annual gender pay gap report in line with the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This statement provides our pay data as at 5 April 2018 and is provided from 1,482 members of staff at 18 residential care home locations across England and Wales and a head office in London with national and regional support roles.

We have significantly more women than men in the organisation including front line care staff and members of our management team.

Our data is shown in the following report and is presented in three ways, our hourly paid front line care and support staff, our salaried staff which includes a range of roles and as a whole company.

**Louise Bateman**

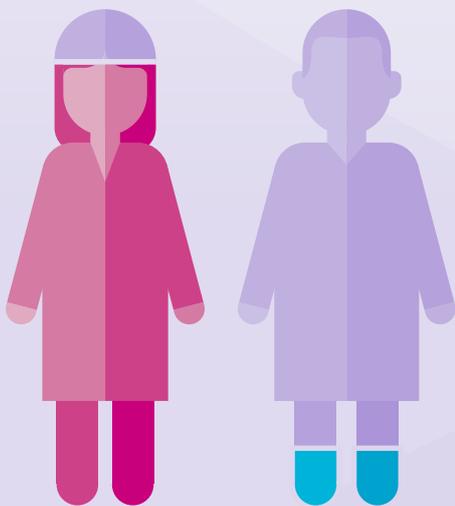
Human Resources Director

31 January 2019

# Data for our hourly paid staff based in our older persons' residential services in England and Wales

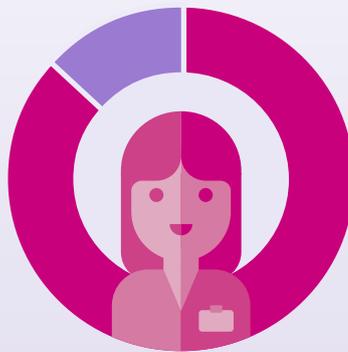


There are **1,265** employees in this group of which



**89%**  
are women

**11%**  
are men



**87%**

of staff in the upper pay quartile are women

## The difference between male and female pay

**-1.32%**

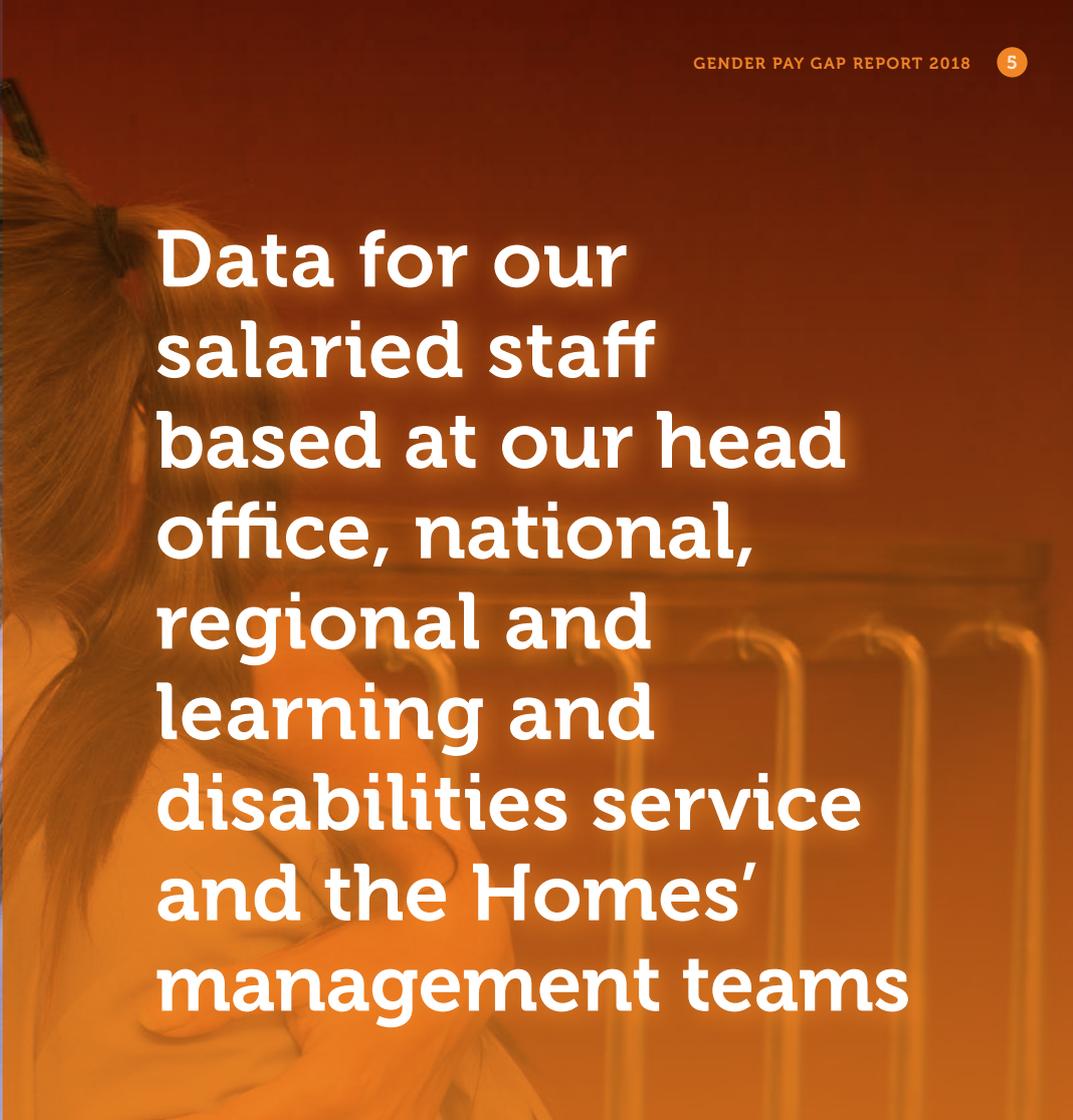
Mean pay gap  
Our female staff in this group are marginally better paid than male staff

**0%**

Median pay gap  
Our pay is equal for both female and male staff and therefore no gender pay gap

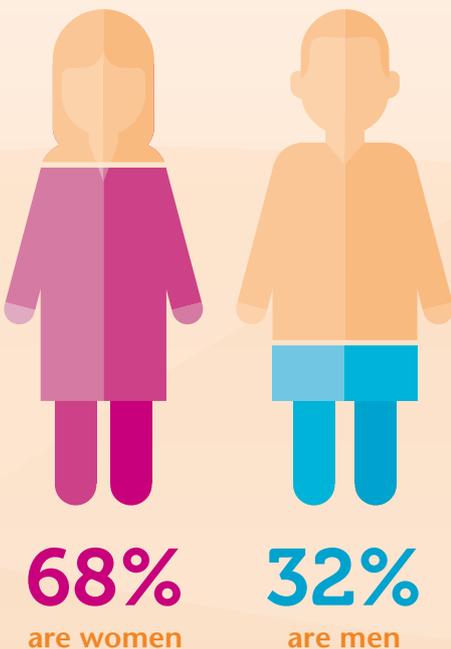


In comparison the "median pay gap" in the UK is **9.1%**



# Data for our salaried staff based at our head office, national, regional and learning and disabilities service and the Homes' management teams

There are **217** employees in this group of which



The difference between male and female pay

**2.15%**

Mean pay gap

Our gender pay gap is very low with male staff receiving a slightly higher pay than female staff

**-3.43%**

Median pay gap

Our female staff are in a more favourable position receiving higher pay than male staff

 In comparison the "median pay gap" in the UK is **9.1%**



# RMBI Care Co. data across the whole organisation



As at 5 April 2018  
there were **1,482** staff  
which includes all  
roles and locations

The pay quartiles are presented below and it is noted that females in all quartiles are at or above **80%** compared to male colleagues. However there is a steady increase of male colleagues as the pay quartiles increase, due to men being attracted to more senior roles, which is typical of the sector.



Pay Quartile	Males	Females	Description
Lower Quartile	13%	87%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	9%	91%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	16%	84%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper Quartile	19%	81%	Includes all employees whose standard hourly rate places them above the upper quartile



**81%**  
of female  
staff paid in  
the upper  
pay quartile

For the whole organisation our average or mean hourly pay represents a **14.96%** gender pay gap; however, the median pay is **5.14%** which is significantly lower than the UK median of **9.1%**.

## Bonus pay

RMBI Care Co. has an approach of paying only moderate bonuses to individual members of staff. The proportion of men employed by RMBI Care Co. who received a bonus in the 12 months up to 5 April 2018 was nil, while six women or **0.52%** received a bonus. As no male staff received a bonus we cannot calculate a mean or median bonus pay gap.

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## What is our data showing in terms of gender pay gap and how do we manage this?

As can be seen from the data presented above, RMBI Care Co. has no significant gender pay gap concerns to report as our hourly paid front line care staff has no gender pay gap and our salaried staff data shows that our female staff are overall better paid than our male staff.

In combining all data, there is a small gender pay gap of **5.14%** which is as a result of the diverse range of roles within the organisation.

RMBI Care Co. has a formal Remuneration Committee that meets each year to review pay across the organisation. We contribute to a range of external salary surveys and pay data reports to ensure that we remain competitive in our sector to retain and attract staff and importantly to ensure we are fair and do not discriminate.

Our recruitment initiatives are open to both men and women and we actively encourage applications from men to ensure that our male residents have support from male carers.

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## How does RMBI Care Co.'s gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and RMBI Care Co.'s gap continues to compare favourably with that of other organisations. The median gender pay gap for the whole economy (as reported in January 2018 by the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is **9.1%**. At **5.14%**, RMBI Care Co.'s median gender pay gap is, therefore, considerable lower than that for the whole economy.



**At RMBI Care Co., we care for older Freemasons, their families and people in the wider community. We operate 18 care homes in England and Wales and have been supporting older people for over 170 years.**

**We offer residential care, nursing care and dementia support, limited sheltered accommodation for people who prefer to live independently and short stay breaks.**

**For more information about RMBI Care Co.'s services, contact:**

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