



ROYAL MASONIC BENEVOLENT INSTITUTION CARE COMPANY (RMBI)

GENDER PAY REPORT 2017

The Royal Masonic Benevolent Institution Care Company (RMBI) 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 2017.

The RMBI is one of the leading providers of care homes offering residential, nursing and dementia care to Freemasons and their families. Data provided is from 1,501 members of staff at 17 residential care home locations across England and Wales and a head office in London. We offer a range of career opportunities including full-time; part-time and bank roles. We aim to ensure that all staff are paid equally regardless of gender and any other characteristic within our equal opportunities policies.

The table below provides the mean and median gender pay and bonus gap percentages.

	Mean	Median
Hourly Pay	14.4%	0.1%
Bonus	-12%	0.1%

Bonus Pay

The mean gender bonus gap is relatively small at -12% indicating that females have attracted larger bonuses over the 12 month period. The median gender bonus gap of 0.1% reflects our approach of paying moderate bonuses to individual members of staff.

The proportion of men employed by RMBI who received a bonus in the 12 months up to 5 April 2017 was 2.4%, while for women this was 1%. Both these figures are relatively low and the raw figures as opposed to percentages indicate that bonuses were paid to five male employees and 13 female employees.

Pay Quartiles by Gender

The table below provides the RMBI gender distribution by pay quartiles.

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	32%	68%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	17%	83%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Top Quartile	75%	25%	Includes all employees whose standard hourly rate places them above the upper quartile

What are the underlying causes of RMBI's gender pay gap?

RMBI is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Typically within our sector, the majority of our staff are female, 86% as of the snapshot date, with most of these in front line care worker roles. The most senior roles having a higher percentage of male staff. 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.

How does RMBI's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and the RMBI's gap compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (as reported in October 2016 by the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 18.1%. At 14.4%, RMBI's mean gender pay gap is, therefore, lower than that for the whole economy.

The median gender pay gap for the whole economy is reported as 19.2%. At 0.1%, RMBI's median gender pay gap is, therefore, significantly lower than that for the whole economy.

What is RMBI doing to address its gender pay gap?

While RMBI's gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which RMBI is complacent, and it is committed to reduce the gap.

Each year we review pay rates for all roles and these are increased in line with market rate data. We ensure that equal pay is monitored across roles of similar or equal responsibility and this is presented annually to our Remuneration Committee and Board.

Our recruitment and internal promotional opportunities will continue to be equally open to both men and women and our learning and development initiatives, underpinned by our Apprenticeship Programme will encourage all staff to develop their careers within the organisation.

Louise Bateman
Human Resources Director

1 October 2017