

Kind

Supportive

Trusted



Gender Pay Gap Report 2020





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 residential 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 2020 and is provided from 1,216 relevant full pay employees at 18 residential care home locations across England and Wales and at the 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.

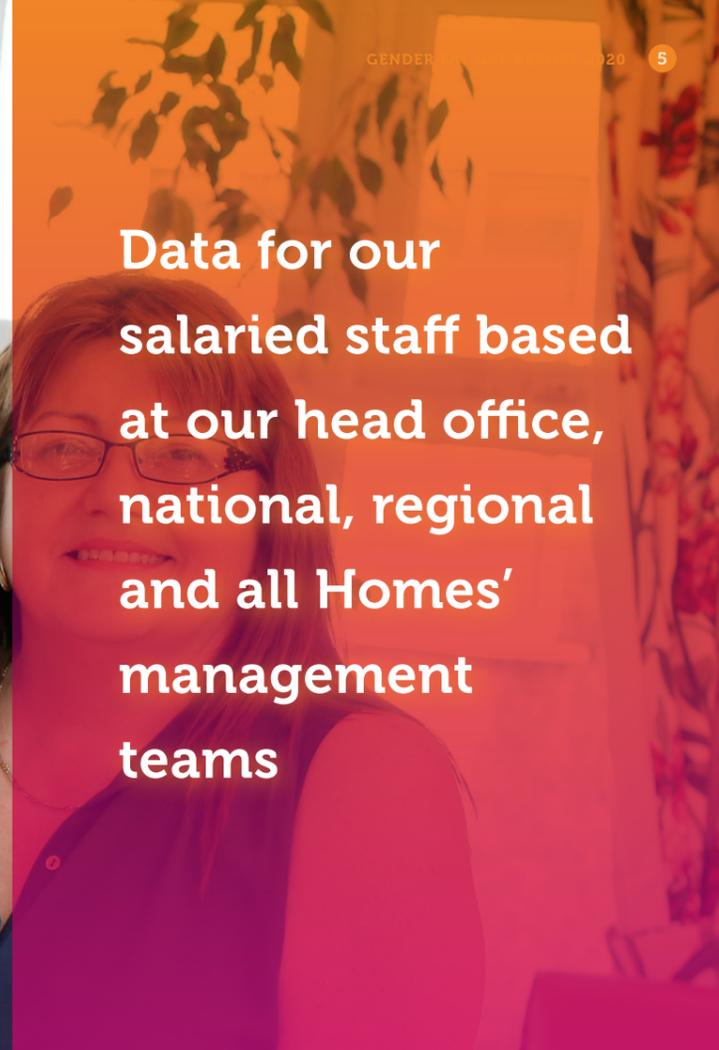
Louise Bateman

Group Human Resources Director

30 March 2021

Jubilee Lounge
2012

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

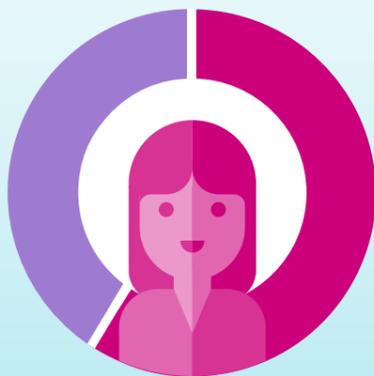


Data for our salaried staff based at our head office, national, regional and all Homes' management teams

There are **1,024** relevant full pay employees in this group of which



88% are female
12% are male



58.5% of staff in the upper pay quartile are female

The difference between male and female pay

-1.96%

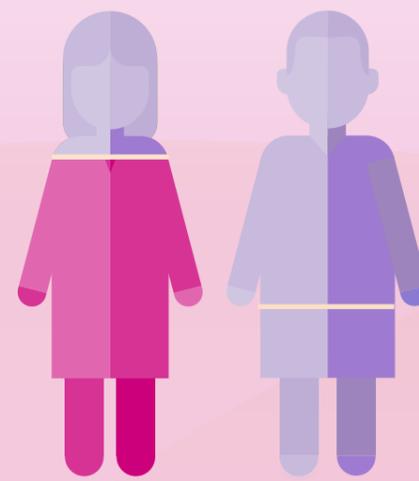
Mean pay gap
Our gender pay gap has improved, indicating female pay is higher than male pay

-1.84%

Median pay gap
Our gender pay gap has improved, indicating female pay is higher than male pay

In comparison the "median pay gap" in the UK is **7.4%**

There are **192** relevant full pay employees in this group of which



66% are female
34% are male

The difference between male and female pay

7.28%

Mean pay gap
Our gender pay gap has increased due to an increase in male employees since the previous year and a reduction of female employees in this group

-4.48%

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

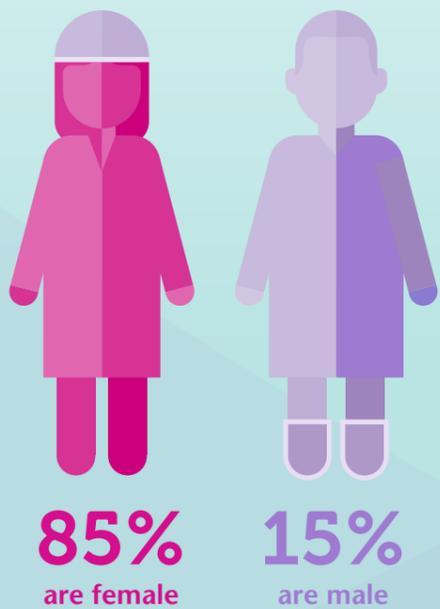
In comparison the "median pay gap" in the UK is **7.4%**



RMBI Care Co. data across the whole organisation



As at 5 April 2020 there were **1,216** relevant full pay employees in all roles and locations



The pay quartiles are presented below and it is noted that females in all quartiles are higher than male colleagues. It is seen that males are more attracted to more senior roles, which is typical of the sector, and also shows an increase since the previous year.

Pay Quartile	Males	Females	Description
Lower Quartile	12.42%	86.93%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	15.69%	83.66%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	12.75%	86.60%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper Quartile	20.52%	78.50%	Includes all employees whose standard hourly rate places them above the upper quartile



78.5% of female staff paid in the upper pay quartile

For the whole organisation our average or mean hourly pay represents a **28.5%** gender pay gap; however, the median pay is **2.31%** which is lower than the previous year which reported at **5.02%** and is significantly lower than the UK median of **7.4%**.

Bonus pay

RMBI Care Co. has an approach of paying only moderate bonuses to individual members of staff. The proportion of males employed by RMBI Care Co. who received a bonus in the 12 months up to 5 April 2020 was **1.38%**, while **0.81%** of females received a bonus. The Mean bonus pay gap reports as **-165.13%** and the median bonus pay gap reports as **-460.80%**, which confirms that females received a larger bonus payment than males.

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 in the report, the RMBI Care Co. has improved their median gender pay gap in the twelve month period and is still below the UK median pay gap.

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.

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 by the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is **7.4%**. At **2.31%**, RMBI Care Co.'s median gender pay gap is, therefore, considerably lower than that for the whole economy.



RMBI Care Co. provides residential care, nursing care and residential dementia support to older Freemasons, their families and people in the wider community.

We have been caring for older people for over 170 years and today, we support over 1,000 residents across 18 care homes in England and Wales with a focus on wellbeing and quality outcomes.

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

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This company is part of the Masonic Charitable Foundation.
For more information, please visit www.mcf.org.uk

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