

Residential Management Group Ltd (RMG) is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5th April 2018.

- The mean gender pay gap for RMG is 19.4%.
- The median gender pay gap for RMG is 16.3%.
- The mean gender bonus gap for RMG is 72.7%.
- The median gender bonus gap for RMG is 60%.
- The proportion of male employees in RMG receiving a bonus is 29.1% and the proportion of female employees receiving a bonus is 29.2%.

Pay quartiles by gender

Band	Males	Females	Description
A	39.8%	60.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	30.6%	69.4%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	31.5%	68.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	59.6%	40.4%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of RMG gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value

RMG is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay advice, coaching and training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure

RMG is therefore 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.

Across the UK economy as a whole, currently men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical,

professional and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of RMG's workforce, where the majority of front-line Customer Service Centre Advisor within its business are women, while the majority of line manager and senior manager roles are held by men. In addition, the majority of the relatively highly paid technical and professional roles are held by men and not women.

This can be seen above in the table depicting pay quartiles by gender. This shows RMG's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

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

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that RMG's gap compares favourably with that of other organisations, including those within our industry.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%. At 16.3%, RMG's median gender pay gap is, therefore, lower than that for the whole economy.

The mean gender bonus gap and the median gender bonus gap for RMG are relatively large at 72.2% and 27.3%. When looked at in terms of cash amounts rather than percentage terms, the median figures involved are £2,000 and £800 respectively.

The proportion of men at RMG who received a bonus in the 12 months up to 5 April 2018 was 29.1%, while for women this was 29.2%. This reflects the higher proportion of men in the management and technical, professional roles that, under our current policy, attract a performance bonus.

What is RMG doing to address its gender pay gap?

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

To date, the steps that RMG has taken to promote gender diversity in all areas of its workforce include the following:

- Ensuring our managers are gender aware when recruiting and not using gender as a barrier to making offers of employment
- Reviewing our Family Friendly policies so that they are supportive of the needs of employees who are carers
- Applying a gender neutral approach to pay reviews and the award of bonus payments
- Undertaking a review of the various bonus schemes to achieve a better balance
- Developed a long term action plan to better balance the pay gap

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, RMG is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the company intranet. As RMG is part of the Places for People Group we will support any proposals instigated by the Group and further details of the groups Gender Pay Gap analysis can be found here:

<https://www.placesforpeople.co.uk/genderpaygap>

I, Hugh McGeever, Managing Director, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read 'H. McGeever', followed by a period.

Date: **3rd April 2019**