

Our Gender Pay Gap Report

Gender pay gap reporting requires our organisation to make calculations based on employee gender. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We have done this, according to government guidance, on the 5th April 2021 when our workforce consisted of 331 women and 94 men.

On 5th April 2021, Ragdale Hall was closed as part of government restrictions to help reduce the spread of Covid 19. As a result of this, at the date that our calculations were carried out, over 95% of our workforce were either fully or flexibly furloughed and therefore the calculations carried out to determine our mean and median gender pay gap were made using only a small cross-section of our workforce.

The results are as follows:

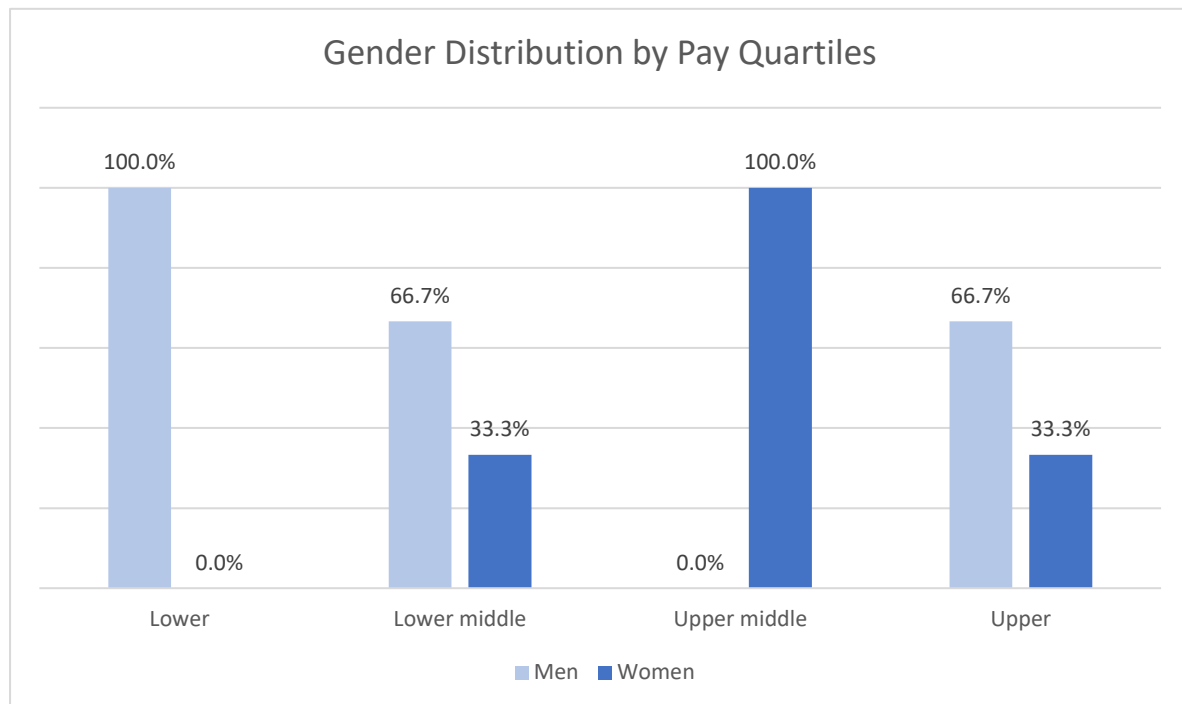
	Women's earnings are:
Mean gender pay gap in hourly pay	29.8% higher
Median gender pay gap in hourly pay	97.6% higher
Difference in mean bonus payments	7.5% higher
Difference in median bonus payments	12.9% lower

Our organisation is predominately female with a diverse mix of job functions across 23 departments. It is very unusual to have so many varying professions within a single site organisation.

Percentage of men and women who receive a bonus

Men	97.9%
Women	98.8%

We are committed to building a diverse and inclusive workplace that gives equal opportunities to all employees irrespective of gender.



The gender pay gap reporting will help us monitor pay, bonus and career progression among staff to ensure that all employees, irrespective of gender, are supported to reach their full potential based on skill development, customer satisfaction and high performance.

Our action plan is to:

At pay review we will ensure that pay and reward are fair at every level.

Educate all people involved in setting pay rates and bonuses.

We will continue to support flexible working where possible.

I confirm that this is a true and factual statement and our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Allison Garner – HR & Commercial Director

Andy Howard – Financial Controller