

## Ross Care Gender Pay Gap Report

### 29<sup>th</sup> March 2023

Ross Auto Engineering Limited (trading as Ross Care) employs 298 staff of which 226 (75.8%) are men and 72 (24.2%) are women.

All organisations employing over 250 employees are required to publish their Gender Pay Gap (GPG) figures. The GPG looks at the difference in the average pay of men and women within the company. This is different from Equal Pay which is where men and women are paid the same pay for the same work. Ross Care pays all employees who are performing the same role equally, regardless of gender or any other protected characteristics.

#### Mean and Median GPG

The information detailed below is based on pay data as at 5th April 2022 (snapshot date)

	Difference between men and women	
	Mean	Median
Hourly Rate	-0.01%	4.7%

The average hourly rate for men was the same as the average for women. The median difference is 4.7% - this is the percentage difference between the midpoint male hourly rate and the midpoint female hourly rate. With men being paid 4.7% more than women.

The proportion of males and females within each pay quartile is shown below

	% within each quartile	
	Male	Female
Upper Quartile	74.6%	25.3%
Upper Middle Quartile	85.1%	14.9%
Lower Middle Quartile	69.3%	30.7%
Lower Quartile	74.3%	25.7%

In the highest quartile, the average hourly rate of pay of women was 7% more than men. In the upper middle quartile, the average hourly rate of pay of women was the same as the average hourly rate for men. In the lower middle quartile, the average hourly rate of pay of women was 1.6% less than men. In the lower quartile, the average hourly rate of pay of women was 1.7% less than men.

#### Bonus Payments

224 men and 70 women received a bonus payment. The average bonus payment for men was £219 and for women was £294. This is a difference of -35.0%.

The median bonus payment for men was £45 and for women was £45.

#### Summary

We recognise that female staff members are underrepresented in all but the lower quartile. Historically the nature of our service work (engineering and logistics) has lent itself more to a male orientated workforce. Whereas our retail operations have tended to be staffed by women.

We have put initiatives in place to mitigate our gender pay gap. These include:

- Review our approach to recruitment to ensure we attract greater female representation across the pay quartiles
- Gender monitoring of a range of key staff data, including recruitment, internal promotion and talent management
- Encourage flexible working wherever practically possible. We will continue to ensure that we take a consistent approach to ensure career development is not in any way impacted by factors such as taking any form of parental leave such as maternity, paternity or adoption.
- Review all policies and procedures (such as maternity and flexible working) so that they are consistent with the objectives of reducing GPG.

Bonus payments are paid equally based on performance and employee length of service.

The information provided is accurate and has been calculated using the methods as set out in the gender pay gap reporting legislation.

Peter Smith  
Finance Director  
29<sup>th</sup> March 2023