

Swanton Care's Gender Pay Gap 2021

Difference in hourly rate of pay - mean	9.0%
Difference in hourly rate of pay - median	0.0%
Percentage of employees who received bonus pay	
Male	34.8%
Female	48.7%
Difference in bonus pay - mean	19.7%
Difference in bonus pay - median	0.0%
Upper quartile Male	37.4%
Upper quartile Female	62.6%
Upper middle quartile Male	24.8%
Upper middle quartile Female	75.2%
Lower middle quartile Male	11.6%
Lower middle quartile Female	88.4%
Lower quartile Male	59.2%
Lower quartile Female	40.8%

Swanton Care & Community Ltd.
 'Number three', Siskin Drive, Middlemarch Business Park, Coventry. CV3 4FJ.
 Contact Details: 02475 187450 info@swantoncare.com www.swantoncare.com
 Registered in England No 5789785