



Swanton Care



Values in Care



Courtyard Care



GRS Care



Emerald Care



Green Rose Care

Every Moment Matters

Calculation 1: percentage of men and women in each hourly pay quarter	
% of Male in upper hourly pay quarter	35.74%
% of Female in upper hourly pay quarter	64.26%
% of Male in upper middle hourly pay quarter	40.43%
% of Female in upper middle hourly pay quarter	59.57%
% of Male in lower middle hourly pay quarter	36.60%
% of Female in lower middle hourly pay quarter	63.40%
% of Male in lower hourly pay quarter	29.66%
% of Female in lower hourly pay quarter	70.34%
Calculation 2: mean (average) gender pay gap for hourly pay	9.15%
Calculation 3: median gender pay gap for hourly pay	0.94%
Calculation 4: percentage of men and women receiving bonus pay	
% of Male staff receiving bonus pay	39.40%
% of Female staff receiving bonus pay	40.92%
Calculation 5: mean (average) gender pay gap for bonus pay	30.57%
Calculation 6: median gender pay gap for bonus pay	29.12%