



Swanton Care



Values in Care



Courtyard Care



GRS Care



Emerald Care



Green Rose Care

Every Moment Matters

Gender Pay Gap - 2023

Calculation 1: percentage of men and women in each hourly pay quarter	
% of Male in upper hourly pay quarter	30.75%
% of Female in upper hourly pay quarter	69.25%
% of Male in upper middle hourly pay quarter	35.85%
% of Female in upper middle hourly pay quarter	64.15%
% of Male in lower middle hourly pay quarter	30.35%
% of Female in lower middle hourly pay quarter	69.65%
% of Male in lower hourly pay quarter	36.79%
% of Female in lower hourly pay quarter	63.21%
Calculation 2: mean (average) gender pay gap for hourly pay	- 16.56%
Calculation 3: median gender pay gap for hourly pay	0.00%
Calculation 4: percentage of men and women receiving bonus pay	
% of Male staff receiving bonus pay	29.22%
% of Female staff receiving bonus pay	26.07%
Calculation 5: mean (average) gender pay gap for bonus pay	27.59%
Calculation 6: median gender pay gap for bonus pay	0.00%