

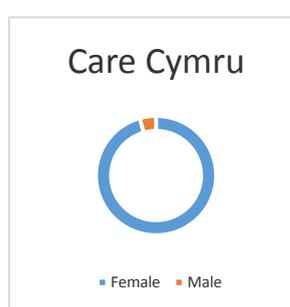
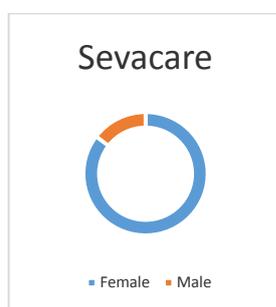
## Grosvenor Health and Social Care Group

### Gender Pay Gap Report 2017

As employers of more than 250 staff, both Sevacare (UK) Ltd (Sevacare), including trading names Mayfair Homecare and Synergy Health and Social Care, and Care Cymru Services Ltd (Care Cymru) are required to publish an annual gender pay gap report. Sevacare (UK) Ltd and Care Cymru Services Ltd are both wholly-owned subsidiaries of Grosvenor Health and Social Care Ltd.

At the point of reporting there were 4,323 employees in Sevacare with 85.4% of their workforce being female, and 502 employees in Care Cymru with 95.6% of their workforce being female. This ratio of female employees is typical of the social care sector as a whole.

Gender	Sevacare		Care Cymru	
	Percentage	Employees	Percentage	Employees
Female	85.4%	3690	95.6%	480
Male	14.6%	633	4.4%	22
<b>Grand Total</b>	<b>100.0%</b>	<b>4323</b>	<b>100.0%</b>	<b>502</b>



The gender pay gap is a measure of the difference between the average earnings for female and male employees, irrespective of their position within the organisation. This is different from equal pay where companies are required to ensure that men and women are paid the same for doing the same or similar roles.

Both the mean (average) and median (middle) gender pay gap have been calculated as at April 2017; the results can be seen below:

	Sevacare	Care Cymru
Mean	4.82%	3.31%
Median	(0.13%)	0.25%

The gender pay gaps for both Sevacare and Care Cymru are well below the national average as estimated by the Office for National Statistics mean of 17.3% and median of 18.1% (Q3 2017). As an organisation we have worked hard to ensure that there is a fair and consistent system of pay in place and this can be seen in the results above. However, we will continue to focus on reducing our mean gender pay gap further with the ultimate aim of achieving a variation of zero.

I can confirm that the Grosvenor Health and Social Care Group is committed to the principle of gender pay equality and we have prepared our 2017 gender pay gap results in line with mandatory requirements.

Carla Jackson

Finance Director