

## Grosvenor Health and Social Care Group Limited

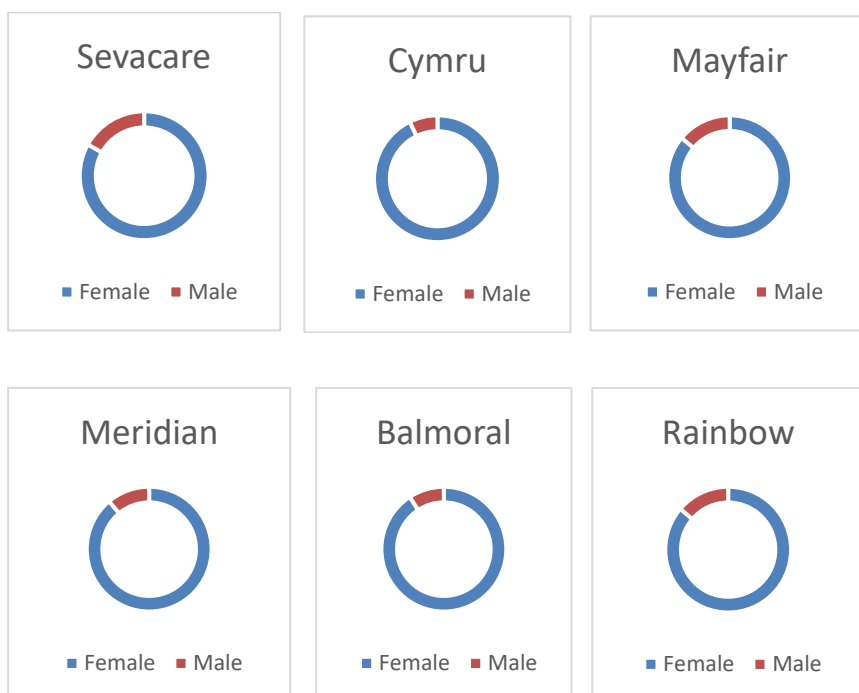
### Gender Pay Gap Report 2021



As employers of more than 250 staff, Sevacare (UK) Ltd (Sevacare), Care Cymru Services Ltd (Cymru), Mayfair Homecare Ltd (Mayfair), Meridian Health and Social Care Limited (Meridian), Balmoral Homecare Limited (Balmoral) and Rainbow Services (UK) Limited (Rainbow) are required to publish an annual gender pay gap report.

At the point of reporting there were 1,316 employees in Sevacare with 83.1% of their workforce being female, 347 employees in Cymru with 92.8% of their workforce being female, 643 employees in Mayfair with 86% of their workforce being female, 911 employees in Meridian with 88.9% of their workforce being female, 239 employees in Balmoral with 90.8% of the workforce being female and 269 employees in Rainbow with 86.2% of the workforce being female. This ratio of female employees is typical of the social care sector as a whole.

Gender	Sevacare		Cymru		Mayfair		Meridian		Balmoral		Rainbow	
	Percentage	Employees	Percentage	Employees	Percentage	Employees	Percentage	Employees	Percentage	Employees	Percentage	Employees
Female	83.1%	1,093	92.8%	322	86.0%	553	88.9%	810	90.8%	217	86.2%	232
Male	16.9%	223	7.2%	25	14.0%	90	11.1%	101	9.2%	22	13.8%	37
Grand Total	100.0%	1,316	100.0%	347	100.0%	643	100.0%	911	100.0%	239	100.0%	269



### Gender Pay Gap

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 2021, the results can be seen below:

	Sevacare	Cymru	Mayfair	Meridian	Balmoral	Rainbow
Mean	13.5%	(0.7%)	(0.4%)	3.2%	27.6%	0.3%
Median	0.4%	1.5%	4.2%	0.4%	3.4%	0.0%

### Quartile Information

Quartile	Sevacare		Cymru		Mayfair		Meridian		Balmoral		Rainbow	
	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
Top Quartile	77.7%	22.3%	87.2%	12.8%	81.5%	18.5%	85.9%	14.1%	85.7%	14.3%	78.4%	21.6%
Upper Middle Quartile	85.6%	14.4%	88.5%	11.5%	87.8%	12.2%	87.4%	12.6%	86.2%	13.8%	75.7%	24.3%
Lower Middle Quartile	86.6%	13.4%	97.4%	2.6%	91.2%	8.8%	88.4%	11.6%	96.4%	3.6%	67.6%	32.4%
Lower Quartile	78.4%	21.6%	96.2%	3.8%	84.4%	15.6%	91.4%	8.6%	96.6%	3.4%	78.9%	21.1%

### Bonus

	Sevacare	Cymru	Mayfair	Meridian	Balmoral	Rainbow
Mean	90.3%	(40.0%)	0.0%	47.9%	27.8%	0.0%
Median	0.0%	0.0%	0.0%	53.8%	(0.2%)	0.0%
Male Bonus Proportion	9.0%	72.0%	0.0%	7.9%	83.3%	0.0%
Female Bonus Proportion	14.9%	79.8%	3.8%	10.6%	81.1%	0.0%

The gender pay gaps for Sevacare, Cymru, Mayfair, Meridian, Balmoral and Rainbow are below the national average as estimated by the Office for National Statistics mean of 14.9% and median of 15.4% (2021). 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 reducing it to zero.

I can confirm that the Grosvenor Health and Social Care Group are committed to the principle of gender pay equality and have prepared our 2021 gender pay gap results in line with mandatory requirements.

***D Stapelberg***

Darren Stapelberg

Managing Director