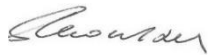


# Gender Pay Gap Report – 2022



Stewart Thorp  
Chief Executive Officer

## Introduction

The Equality Act 2010 requires any legal entity with more than 250 employees to produce an annual report of the pay gap between its male and female employees. This report has been produced in compliance with these regulations and provides the results of the statutory calculations based on the snapshot date of 05 April 2022.

## About us

We are a family run business that is committed to putting people first and work in an environment where everyone is recognised for their contribution. Fairness, inclusion and respect form part of our core beliefs and this is communicated through our Company Values of Passion for Quality, One Family and Inspiring Leadership.

We continue to demonstrate our commitment towards equal pay, and our 2022 gender pay gap of negative 2% is a direct result of our efforts. This is also reflective of the healthcare industry trends where there are more female than male employees in the sector as a whole.

I confirm that the Gender Pay Gap data contained in this report is accurate and has been produced by our Human Resources team in accordance with the guidance on 'Managing Gender Pay Reporting' developed by the Advisory, Conciliation and Arbitration Service (ACAS).

## Gender Pay Gap 2022

The **gender pay gap** measures the difference between men and women’s earnings across the business by expressing women’s pay as a percentage of men’s pay.

The gender pay gap (mean) at The Superior Healthcare Group in 2022 is a **negative 2%**, meaning that the average hourly rate for a female employee at Superior Healthcare is **2% more** per hour than the average hourly rate of male employees. This is significantly below the national average (which for 2022 was +14.9%\* which means that men earn 14.9% more per hour than women).

\* Source – ONS, accessed on 05/04/2023, website: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2022).

Table 1 – Superior Healthcare 2022 Gender Pay Gap – Hourly Rates

	Mean	Median
<b>Hourly Pay</b>	<b>-2%</b>	<b>-1%</b>

When compared to the previously reported data, our 2022 gender pay gap has improved from a negative 5 gender pay gap, reported in 2021. This was due to the differences in job roles and mainly the fact that amongst our core care and clinical team, the highest earners are nurses, who are predominantly female (split 87% female and 13% male).

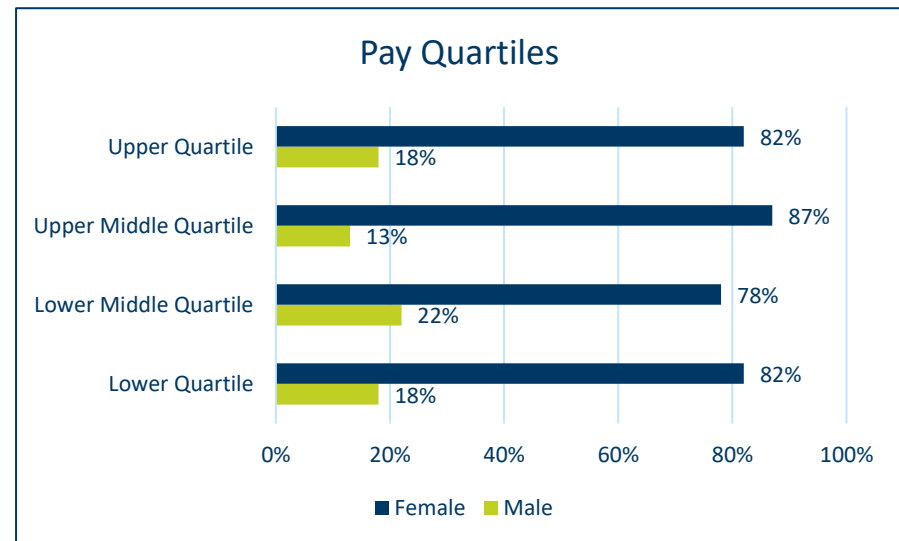
## Total Gender Distribution

As is reflected across the wider health and social care sector, The Superior Healthcare Group employs more women than men, with an 85% female and 15% male workforce.



## Pay Quartiles

The below image illustrates the gender distribution at The Superior Healthcare Group across 4 equally sized quartiles, each containing 134 employees.



## Bonus Gap 2022

Table 2 – Superior Healthcare 2022 Gender Pay Gap – Bonus Pay

	Mean	Median
<b>Bonus Pay</b>	<b>78%</b>	<b>0%</b>

The table above captures the mean and median difference between bonuses paid to men and women at Superior Healthcare in the year up to 5 April 2022, (i.e. for the 2022 performance year). Based on this information, the bonus gap for 2022 is 78%, meaning that in total, the bonuses received by men were 78% higher than the bonuses received by women. 3% of males, received a bonus compared to 2% of women in 2022.

This difference is largely due to the differing roles taken up by men and women within the company.



3% Male



2% Female

## Our Ongoing Commitment to Equal Pay

At Superior Healthcare, we are committed to creating a diverse and inclusive culture that allows everyone to do their best and be their best, irrespective of their gender.

The analysed data confirms that we continue to pay people fairly, based on their skills and qualifications. We are committed to taking actions to address any gaps and to make sure our workforce is even more diverse.

The steps that we have taken to ensure that we continue our commitment towards the equal pay:

- Our recruitment policy is, and has always been, to recruit the right person for the job regardless of gender, race and ethnicity. We employ people with the right mix of talent, skills and potential to provide best quality care to our clients and their families.
- We continue to benchmark salaries and bonuses to ensure equal and fair pay for the role they are recruited to do.
- We have a talent strategy which focuses on performance and potential regardless of gender, race and ethnicity.
- We support all employees by developing and promoting an inclusive culture through excellent recognition schemes and employee engagement programmes.
- We support requests for flexible working and have a good mix of full time and part time employees.

Due to the identified bonus pay gap, we will continue to review our bonus schemes for different areas of the business, as well as review our bonus policies to ensure that they are gender neutral, and that all roles that are eligible for a bonus reward have the same bonus opportunity and bonus levels regardless of gender.

Looking ahead, I am confident that we have the right plans in place to make a positive change in our pay gap and to continue supporting and nurturing our diverse and inclusive culture.