

## Gender Pay Gap report – 2021

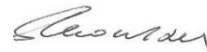


### About us

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: Passion for Quality, One Family and Inspiring Leadership.

We continue to demonstrate our commitment towards equal pay, and our gender pay gap of negative 5% is a direct result of our efforts. This is also reflective of the healthcare industry trends where there is 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 in accordance with the guidance on 'Managing Gender Pay Reporting' developed by the Advisory, Conciliation and Arbitration Service (ACAS).



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 2021.

## Total Gender Distribution

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



## Gender Pay Gap 2021

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 Superior Healthcare Group in 2020 is **negative** 5%, meaning that the average female staff hourly rate at Superior Healthcare is 5% more per hour than the average of male staff members. This is significantly below the national average (which for 2021 is 17.3% which means that men earn 17.3% more per hour than women). We have continued to improve the numbers from 2020, where our gender pay gap was negative 1%.

	Mean	Median
Hourly Pay	-5%	-7%
Bonus Pay	82%	90%

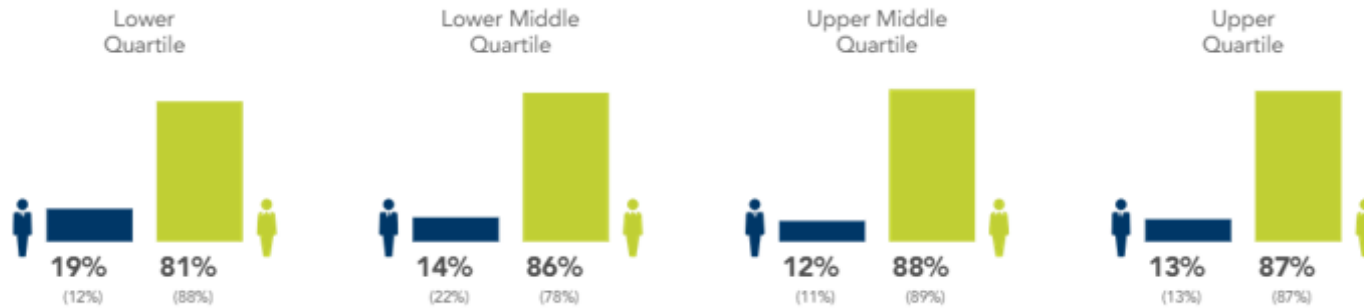
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2021). It also captures the mean and median difference between bonuses paid to men and women at Superior Healthcare in the year up to 5 April 2021, i.e. for the 21 performance year.

## Bonus Gap 2021



The bonus gap for 2021 is 82%, meaning that the bonuses received by men was 82% higher than the bonuses received by women. 4% of males received a bonus compared to 3% of women in 2021. This difference is largely due to the differing roles taken up by men and women within the company.

## Pay Quartiles



The above image illustrates the gender distribution at the Superior Healthcare Group across 4 equally sized quartiles, each containing 113 employees.

## **Our Ongoing Commitment to Equal Pay**

The analysed data confirms that we pay people fairly based on their skills and qualifications and we will continue to take actions to address any gaps and also to take action through wider policies and activities to make sure our policies and practices are fair, that we employ people with the right mix of talent, skills and potential to provide best quality care to our clients and their families.

The steps that we have taken to ensure that we will 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 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 involvement 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 has the same bonus opportunity and bonus levels regardless of gender.