

Gender Pay Gap Report 2024



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 2024.

About Us

We are a family run business and we are committed to putting people first and to 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 gender pay gap of -7.7% 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).

A handwritten signature in black ink, appearing to read 'Stewart Thorp'.

Stewart Thorp
Chief Executive Officer
4 April 2025



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.



15%
Male



85%
Female

Gender Pay Gap 2024

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 2024 is **-7.7%**, meaning that the average female employees' hourly rate at Superior Healthcare is 7.7% more per hour than the average of male employees. This is significantly below the national average (which for 2024 is 13.1%* which means that in the UK, men earn 13.1% more per hour than women). This is attributed to the larger female demographic of Registered General Nurses employed in our operational teams and the higher percentage of female to male employees in senior positions.

We are pleased that we continue to improve our gender pay gap, as the figure for 2023 was 0.87% (meaning that men were earning 0.87% more than women).

	Mean	Median
Hourly Pay	-7.7%	-3.6%
Bonus Pay	14.64%	23%

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 2024). 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 2024, i.e. for the 2024 performance year.

*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

Bonus Gap 2024

The bonus gap for 2024 is **14.64%**, meaning that the bonuses received by men was 14.64% higher than the bonuses received by women. This is greatly reduced from 72% in 2023. In 2024, we saw a decrease of women receiving bonuses (26 in total, down from 32 in 2023), which represents 4% of our female population, compared to an increase of 1% of men, up to 6% (6 men in total), up from 5% in 2023.

The 14.64% bonus gap can be explained by the fact that out of the 6 men that received a bonus in 2024, 30% of them were in senior positions which inflated the average bonus figure for the male group. In comparison, out of the 26 female employees within the female bonus group, only 25% were in senior positions, which decreased the average bonus figure for the female group.

The fact only 6 men received a bonus is linked to the overall ratio of men (15%) and women (85%) working at Superior Healthcare, and which is representative of the health and social care sector. Following from last years bonus gap of 72% the organisation has reviewed roles where bonuses can be achieved and this is reflected in the 2024 figure compared to 2023, however, with only a small number of men receiving a bonus, any higher bonuses paid within that group will continue to impact the average figure for the entire group. Therefore, explaining the 14.64% of the bonus pay gap.



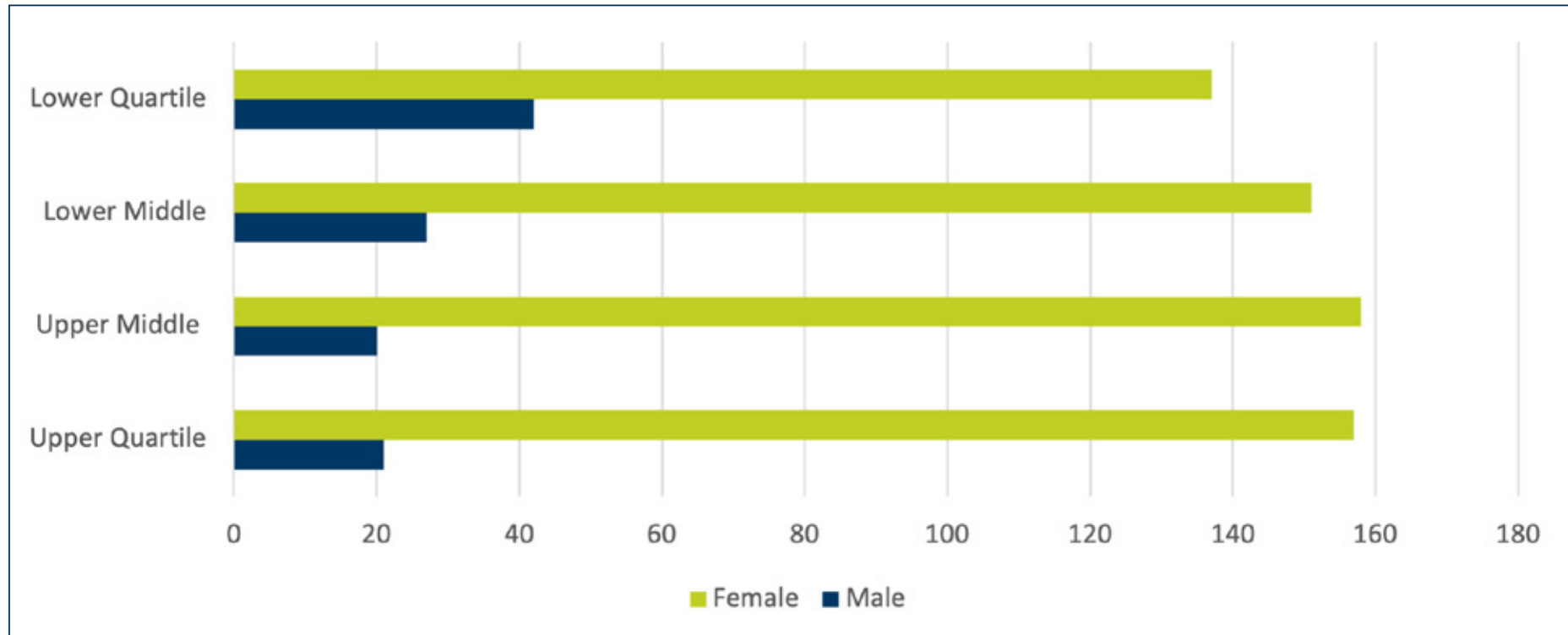
6%
Male



4%
Female



Pay Quartiles



The above image illustrates the gender distribution at the Superior Healthcare Group across 4 equally sized quartiles, each containing 178 employees.

Our Ongoing Commitment to Equal Pay

The analysed data confirms that we pay our employees fairly, based on their skills and qualifications. We will continue to take action to address any gaps, ensuring our policies and practices are fair and consistent, and that we employ people with the right mix of talent, skills and potential to provide the best quality care to our clients.

The steps that we have taken to ensure that we will continue our commitment towards 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 will continue to be an Accredited Living Wage Employer, ensuring all our teams receive pay rates above the National Living Wage rates.
- >> We continue to benchmark salaries and bonuses to ensure equal and fair pay for the role they are recruited to do.
- >> 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.
- >> We continue raising awareness about the benefits of working in care and building knowledge about what care roles involve in order to attract more men to work in health and social care.
- >> We have a talent strategy which focuses on performance and potential regardless of gender, race and ethnicity.
- >> We will continue investing in career and development opportunities for all our team members, including fully paid apprenticeships and diplomas that they complete whilst working for us.
- >> We will continue promoting wellbeing support and advice to all our teams, offering various recognition and engagement schemes and running employee involvement programmes.
- >> We will support requests for flexible working and have a good mix of full-time and part-time employees.