

Servoca Nursing & Care Ltd Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private sector employers with 250 + workers to publish a range of data. The Gender Pay Gap is the difference between the average earnings of male and females, who could be engaged in very different roles and is not the same as Equal Pay, which is comparing pay rates for males and females who perform the same, or equivalent value, roles.

As a recruitment business we are required to report data which includes the temporary staff we place in care homes, residential care and supported living environments, in addition to our own employees, who are predominantly Recruitment Consultants. We have calculated our gender pay for 2017 using data taken on the snap shot date of 5 April 2017.

Pay & Bonus Gap – difference between male and female

	Mean	Median
Hourly Pay	23.6%	3.5%
Bonus	62.1%	87.5%

The above table illustrates our overall **mean gender pay gap** based on hourly rates of pay as at the snap shot date of 5 April 2017. The Office for National Statistics puts the overall gender pay gap in the UK at 18.1% in 2016, so confirms the average gender pay gap is slightly higher within our business.

The **median gender pay gap** can be described as if all our workers lined up, female in 1 line and males in another, in order of pay received, the median gender pay gap compares the pay of the female in the middle to the pay of the male in the middle.

The table also shows the mean and median difference in bonuses paid to male and females in the 12 month reference period to 5 April 2017.

Pay Quartiles

	Female	Male
Upper quartile	62.4%	37.6%
Upper middle quartile	64.7%	35.3%
Lower middle quartile	76.5%	23.5%
Lower quartile	82.1%	17.9%

The above table shows the proportion of males to females by quartile bands of pay and bonus level.

Summary

The gender pay gap is largely driven by the greater number of females in our temporary workforce who work as Care Assistants who do not earn bonuses. A

predominantly female workforce is common within the Care industry, where there is a shortage of qualified male care workers and 82% of the workforce is female (Skills for Care 2017). The pay and bonus arrangements for the temporary workforce placed are outside of our control, as they are dictated by the clients we are a provider to.

As a company we aim to attract and retain a diverse, highly skilled, talent pool that reflect the communities we serve. Therefore our approach to pay has always been gender neutral:

- Our temporary workforce are primarily female, they work in Care Assistant positions which do not attract commission or bonus payment and this is reflected in the Mean Bonus Paid and Median Bonus Paid results
- All Recruitment Consultants in branch work to the same commission schemes, so it is down to personal performance, their gender is irrelevant as all have the same earning potential.
- There are a larger proportion of women that hold support /administration positions in the lower quartile, which attract bonus payments as opposed to commission earned by the Recruitment Consultants, which slightly affects the numbers.
- Our commission and bonus schemes are transparent, straightforward and inclusive.

We are confident that male and females are broadly paid equally for performing equivalent roles across our Company and when placed with a client.

I can confirm that the data reported is accurate.

A handwritten signature in black ink. The signature is stylized, starting with a vertical line that curves into a large loop at the bottom. Above the loop, the letters "S I" are written in a simple, blocky font.

James Turner
Managing Director
20/3/2018