

Servoca Nursing & Care Ltd

Gender Pay Gap Report and Data 2020

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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.

Women's hourly rate is:

9.8% lower (mean) **0% lower (median)**

Women's bonus pay is:

72.1% lower (mean) **8% lower (median)**

Who received bonus pay:

15% of men **7.7% of women**

Pay Quartiles

| | Female | Male |
|-----------------------|------------|------------|
| Upper quartile | 71% | 29% |
| Upper middle quartile | 72% | 28% |
| Lower middle quartile | 68% | 32% |
| Lower quartile | 76% | 24% |