**Servoca Nursing & Care Ltd**

**Gender Pay Gap Report and Data 2021**

**Address: Kingston House, Towers Business Park, Wilmslow Road, Manchester M20 2LD**

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:**

**1.1% lower (mean) 0.3% lower (median)**

**Women’s bonus pay is:**

**66.4% lower (mean) 8% lower (median)**

**Who received bonus pay:**

**11.6% of men 7.4% of women**

**Pay Quartiles**

|  |  |  |
| --- | --- | --- |
|  | Female | Male |
| Upper quartile | **68.5%** | **31.5%** |
| Upper middle quartile | **63.6%** | **36.4%** |
| Lower middle quartile | **61.3%** | **38.7%** |
| Lower quartile | **73.6%** | **26.4%** |