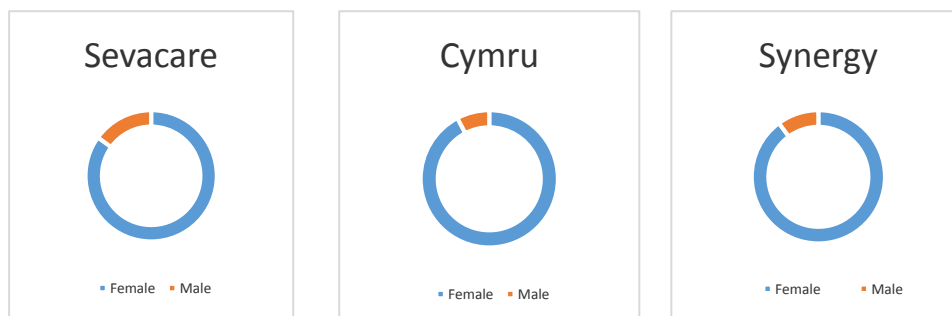


Gender Pay Gap Report 2018

As employers of more than 250 staff, Sevacare (UK) Ltd (Sevacare), Care Cymru Services Ltd (Cymru) and Synergy Health and Social Care Limited (Synergy) are required to publish an annual gender pay gap report.

At the point of reporting there were 2,815 employees in Sevacare with 84.9% of their workforce being female, 429 employees in Cymru with 92.3% of their workforce being female and 913 employees in Synergy with 89.9% of their workforce being female. This ratio of female employees is typical of the social care sector as a whole.

	Sevacare		Cymru		Synergy	
Gender	Percentage	Employees	Percentage	Employees	Percentage	Employees
Female	84.9%	2,391	92.3%	396	89.9%	821
Male	15.1%	424	7.7%	33	10.1%	92
Grand Total	100.0%	2,815	100.0%	429	100.0%	913



Gender Pay Gap

The gender pay gap is a measure of the difference between the average earnings for female and male employees, irrespective of their position within the organisation. This is different from equal pay where companies are required to ensure that men and women are paid the same for doing the same or similar roles.

Both the mean (average) and median (middle) gender pay gap have been calculated as at April 2018, the results can be seen below:

	Sevacare	Cymru	Synergy
Mean	6.7%	4.0%	0.2%
Median	0.7%	3.0%	0.0%

Quartile Information

Quartile	Sevacare		Cymru		Synergy	
	Female %	Male %	Female %	Male %	Female %	Male %
Top Quartile	84.3	15.7	83.3	16.7	92.0	8.0
Upper Middle Quartile	86.1	13.9	94.5	5.5	86.6	13.4
Lower Middle Quartile	84.1	15.9	94.5	5.5	86.1	13.9
Lower Quartile	82.5	17.5	92.2	7.8	90.6	9.4

Bonus

	Sevacare	Cymru	Synergy
Mean	75.5%	-	29.7%
Median	(8.6)%	-	(11.1)%
Male Bonus Proportion	1.9%	0.0%	9.8%
Female Bonus Proportion	2.6%	2.0%	8.9%

The gender pay gaps for Sevacare, Cymru and Synergy are well below the national average as estimated by the Office for National Statistics mean of 17.1% and median of 17.9% (Q3 2018). As an organisation we have worked hard to ensure that there is a fair and consistent system of pay in place and this can be seen in the results above. However, we will continue to focus on reducing our mean gender pay gap further with the ultimate aim of reducing it to zero.

I can confirm that the Grosvenor Health and Social Care Group are committed to the principle of gender pay equality and have prepared our 2018 gender pay gap results in line with mandatory requirements.

D Stapelberg

Darren Stapelberg

Managing Director