



Southend Care Ltd Gender Pay Gap Report – 2023/2024

The Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017 set out mandatory Gender Pay Gap Reporting (GPGR) by organisations employing 250 or more employees which must be published on the organisation’s own website and on the relevant Government website. For a limited company this annual report will be in respect of employees pay taken on the snapshot date of 5 April 2023.

The figures which have to be produced are the mean gender pay gap, the median gender pay gap, and the percentage of female and male employees divided into quartiles, each comprising a quarter of the staff in total and from a ranking of the lowest to the highest paid employees, all based on an hourly pay rate. That hourly pay rate includes allowances as well as basic pay, but not overtime.

There is also a requirement to make calculations on bonus payments but Southend Care Ltd does not have any bonus payment schemes for employees.

Southend Care Ltd is committed to the principle of equal pay for all employees. All employees of Southend Care Ltd, unless on protected terms and conditions from being transferred under TUPE from another organisation, are paid on single salary points, with Southend Care Ltd undertaking a review of the salary points annually.

Southend Care Ltd employees as at March 2023

Average Pay Gap

Mean Gender Pay gap in hourly rate	10%
Median gender pay gap in hourly rate	0%

Bonus payments

There are no bonus schemes for Southend Care Ltd employees so there is no difference between female and male employees

Pay Quartiles

	Female Employees	Male Employees
Upper Quartile Q1	79%	21%
Upper Middle Quartile Q2	79%	21%
Lower Middle Quartile Q3	84%	16%
Lower Quartile Q4	77%	23%

Overall, 78% of Southend Care Ltd's workforce describe themselves as female.

Commentary

Each job role within Southend Care Ltd has single salary point which does not differ regardless of length of service, gender, age etc. However, as an organisation we do employ staff who are on protected terms and conditions of employment, which can result in difference of salary levels. We continually review our approach to salaries in order to reduce pay gaps in these scenarios.