

Gender Pay

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as we employ over 250 employees. The gender pay gap measures the difference between men and women's average earnings. According to the Office of National Statistics, the overall UK gender pay gap is currently at 18.1%.

Sequence Care Group remains committed to narrowing the gap between male and female employees and that everyone regardless of gender are paid fairly for the work they do.

The calculations below align to these new requirements.

The six calculations to be reported are:

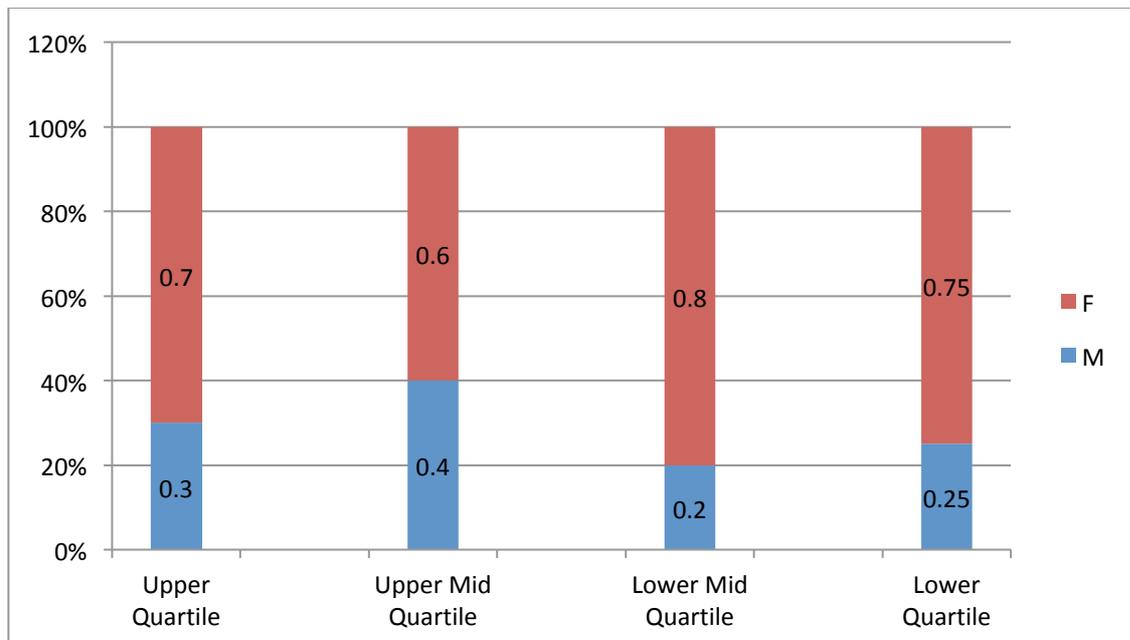
- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap *
- median bonus gender pay gap *
- proportion of males and females receiving a bonus payment *
- proportion of males and females in each pay quartile

*Calculations three, four and five do not apply.

Mean gender pay is 11%

Median gender pay is 9.17%

The below graph outlines the proportion of males and females in each pay quartile



Although we are pleased to report that our gender pay gap is below the UK average, there is an evident difference between male and female pay. This can be justified by a lower headcount of male employees compared to female employees as demonstrated in the graph above. It is important to note that Health and Social care in general is dominated by a largely female workforce. In addition to this as part of our commitment towards flexible working we have a higher proportion of females working part time hours in contrast to males, again contributing to the difference.

Sequence Care Group provides equal employment opportunities including career progression regardless of gender. We are satisfied that we have a pay structure in place that is applicable to all staff, again irrespective of gender.

We are committed to narrowing the gap between male and female employees and that everyone regardless of gender are paid fairly for the work they do. It is recognised that there is still more we can do to help reduce the gender pay gap across our business and we will continue to focus on recruiting more males to create a more even gender balance.

The information above is an accurate reflection of Sequence Care Group as at 5th April 2017.

Payal Puri

HR Manager