

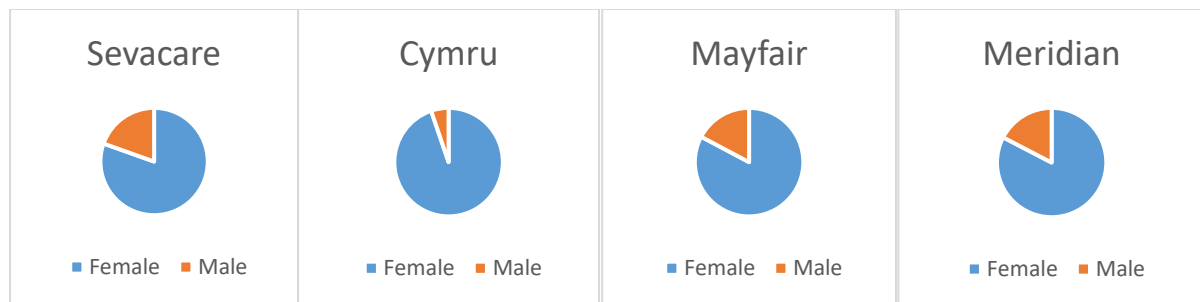
Grosvenor Health and Social Care Limited

Group Gender Pay Gap Report 2022

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

At the point of reporting there were 813 employees in Sevacare with 80.4% of their workforce being female, 307 employees in Cymru with 94.7% of their workforce being female, 649 employees in Mayfair with 86.7% of their workforce being female and 857 employees in Meridian with 87.2% of their workforce being female. This ratio of female employees is typical of the social care sector as a whole.

	Sevacare		Cymru		Mayfair		Meridian	
Gender	Percentage	Employees	Percentage	Employees	Percentage	Employees	Percentage	Employees
Female	80.4%	654	94.8%	291	82.8%	466	82.6%	618
Male	19.6%	159	5.2%	16	17.2%	97	17.4%	130
Grand Total	100.0%	813	100.0%	307	100.0%	563	100.0%	748



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 2022, the results can be seen below:

	Sevacare	Cymru	Mayfair	Meridian
Mean	8.55%	-6.33%	-1.83%	0.96%
Median	-0.05%	-0.99%	2.42%	0.29%

	Sevacare		Cymru		Mayfair		Meridian	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Top Quartile	12.29%	87.71%	1.67%	98.33%	15.56%	84.44%	12.29%	87.71%
Upper Middle Quartile	20.67%	79.33%	9.84%	90.16%	14.81%	85.19%	20.67%	79.33%
Lower Middle Quartile	13.97%	86.03%	0.00%	100.00%	9.63%	90.37%	13.97%	86.03%
Lower Quartile	8.33%	91.67%	11.48%	88.52%	14.81%	85.19%	8.33%	91.67%



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The gender pay gaps for Sevacare, Cymru, Mayfair and Meridian are below the national average as estimated by the Office for National Statistics median of 8.3% (2022). 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 2022 gender pay gap results in line with mandatory requirements.

Darren Stapelberg
Chief Executive Officer