

## St Cloud Care Gender Pay Gap Report

At St Cloud Care, we are committed to promoting diversity and gender equality. We offer all our staff the same growth and development opportunities within a positive, open and inclusive environment.

The gender pay gap looks at the difference in the average earnings received by male and female employees, irrespective of their role or seniority. It is therefore distinct from equal pay, which compares men and women carrying out equivalent work.

St Cloud Care overall workforce is **74.1% female and 25.9% male**. This profile is the industry norm particularly across the care sector and there is nothing to indicate that it has any significant influence over the gender pay gap.

We are confident that men and women are paid equally for doing the same job. However, the greater proportion of men than women in our supervisory and managerial positions affects a gender pay gap – The gap is narrowing every year.

Being a place where people love to work is a must. We pride ourselves on promoting a diverse and inclusive culture. We embrace our differences, knowing that they make us stronger and reflect the needs of our customers. We know there's work to do to close the gender pay gap. As a first step, we're committed to developing a deeper understanding of the reasons we have a gender pay gap, and where appropriate, defining and implementing appropriate action to help us make positive changes.

The statistics reported below are based on the data taken on 5 April 2024.

### ***Mean and Median Gender Pay Gap***

The mean pay gap is the difference between average hourly pay of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly pay of men and women. It takes all earnings in the sample, lines them up in order from lowest to highest and picks out the middle earnings.

	Mean	Median	National Average
<b>Gender Pay Gap</b>	3.3%	-0.4%	7%

Our analysis has shown a much-reduced difference between gender pay at SCC Homes. Contrary to the more commonly observed patterns within various sectors, The Mean has come down to below 5% and the Median is actually -0.4%. This situation is indicative of SCC Homes' progressive stance on gender equality and our successful efforts to not only encourage but implement female leadership across all levels of the organization, especially within our senior management tier.

The median pay gap is less influenced by outliers and therefore is more representative of our workforce and is very much the same, at -0.4% is well below the national average of 7%.

#### ***Proportion of employees receiving Bonus Payment***

Male	Female
25.2%	26.8%

#### ***Mean and Median Bonus Pay Gap***

	Mean	Median
<b>Bonus Pay Gap</b>	55.1%	25.0%

#### ***Proportion of Males and Females in Pay Quartiles***

The number of males and females in each quartile of their pay distribution is shown in Table below:

Quartile	Male	Female
<b>Upper</b>	30.3%	69.7%
<b>Upper Middle</b>	19.0%	81.0%
<b>Lower Middle</b>	23.2%	76.8%
<b>Lower</b>	31.0%	69.0%

#### ***Actions to balance our gender pay gap***

We believe the St Cloud Care gender pay gap is not due to a pay policy issue or an equal pay issue. We have a standard approach to pay which applies to all our jobs and we use a robust benchmarking process to define salaries, alongside a review of market rates and experience. We will focus on our recruitment and Learning & Development practises as areas where we can revisit our current approach and consider appropriate actions and strive to set a good example by:

- Constantly reviewing our hiring practices and the workplace environment to ensure not only women, but all those in under-represented groups have equal opportunities to progress.
- Encouraging managers to consider where possible appropriate flexible working arrangements at all levels across the organisation, especially in managerial positions.
- Reviewing our reward processes and pay structures to ensure they are consistency applied, supporting our mission for fair and competitive compensation to all employees.
- Enhancing progression and development tactics to support every employees' career growth, ensuring that our commitment to diversity and inclusion is reflected not only in our policies but also in our everyday practices.

As we move forward, SCC Homes remains dedicated to setting a positive example within our sector, not just by maintaining our unique position in the gender pay gap landscape but by actively working to ensure that our workplace is a model of equality, diversity, and inclusion for all.