

## Sunderland Care and Support

### Gender Pay Gap – 5 April 2024

The Equality Act 2010 Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 introduced requirements for companies with more than 250 employees to publish annually certain, specific information about the pay of their male and female employees. The date on which the data snapshot is taken is 5 April.

#### Sunderland Care and Support Gender Pay Gap

There were 2192 employees working on the snapshot date of 5 April 2024. The gender pay gap analysis is based on headcount which showed 1683 female employees and 509 male employees.

The Company operates a graded salary structure of incremental salary scales with a range of spinal column points (pay points), using the nationally negotiated pay spines as the basis for its local pay structures, together with some locally determined rates. The Company does not operate a bonus scheme. Comparison of mean pay in the Company shows a gap of 2.53% in favour of men.

#### Mean

Overall	Hourly Rate Total	Emp Nos	Mean	%Gap
Overall	£29269.41	2192	£13.35	2.53
Female	£22338.28	1683	£13.27	
Male	£6931.19	509	£13.62	

Comparison of median pay in the Company shows a difference of 0.0% in favour of men.

Median	Female	Male	%Gap
Overall	£12.38	£12.38	0.00

#### Pay by quartiles: hourly pay quartiles.

Quartile	Highest Hourly Rate	Lowest Hourly Rate
1	£32.95	£13.80
2	£13.79	£12.38
3	£12.38	£12.38
4	£12.38	£7.50

77% of people in the lower pay quartile are women.

#### Work on eradicating the Gender Pay Gap

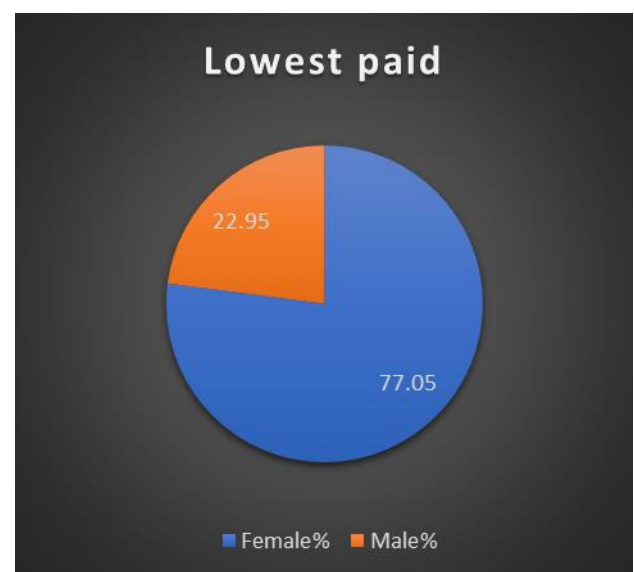
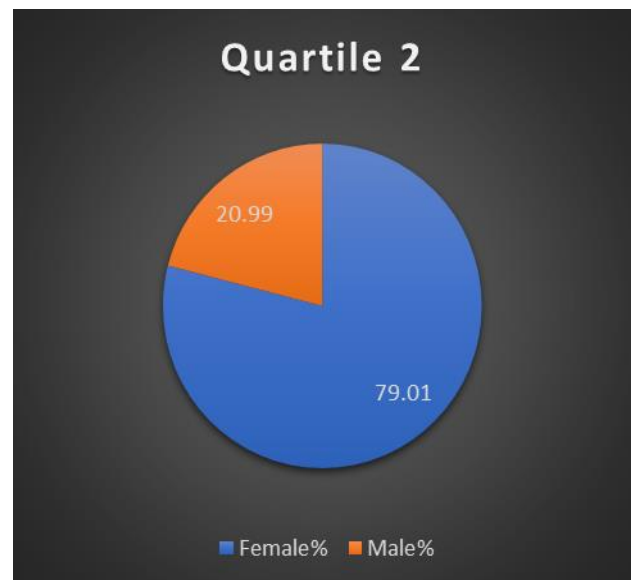
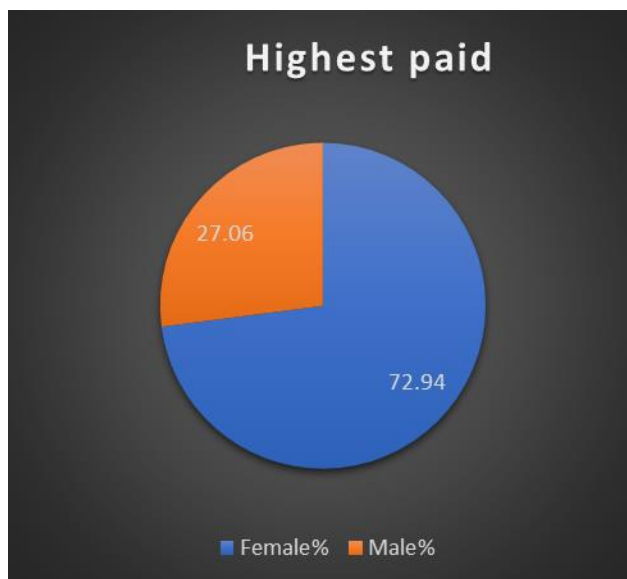
SCAS will continue to reduce the pay gap through:

- Support for women returning to work – through shared parental leave, and a range of flexible working options including job sharing, compressed hours and part-time opportunities.

- Encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave, and a range of flexible working options including part time working and compressed hours.
- Continuous improvements in our recruitment process: the company use an anonymised application process to reduce the potential for unconscious bias and ensure that all interviewers have undergone training.
- Focus on gender equality: The Company will ensure gender equality is a central part of the company's Equality objectives.

### Gender Pay Gap info graphic.

This illustrates the gender distribution across four equally sized quartiles, each containing approximately 548 employees.



Overall SCAS workforce profile breakdown

