

**Sunderland Care and Support**

**Gender Pay Gap – 5 April 2022**

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 2076 employees working on the snapshot date of 5 April 2022. The gender pay gap analysis is based on headcount which showed 1636 female employees and 440 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 in favour of men.

**Mean**

Overall	Hrly Rate Total	Emp Nos	Mean	%Gap
Overall	23781.96	2076	11.46	<b>2.42</b>
Female	18643.67	1636	11.40	
Male	5138.29	440	11.68	

Comparison of median pay in the Company shows a difference of 1.65 in favour of men.

Median	Female	Male	%Gap
Overall	10.73	10.91	<b>1.65</b>

**Pay by quartiles: hourly pay quartiles**

Quartile	Highest Hrly Rate	Lowest Hrly Rate
1	£28.44	£12.17
2	£12.17	£10.76
3	£10.75	£10.39
4	£10.39	£5.89

80% of people in the lower pay quartile are women.

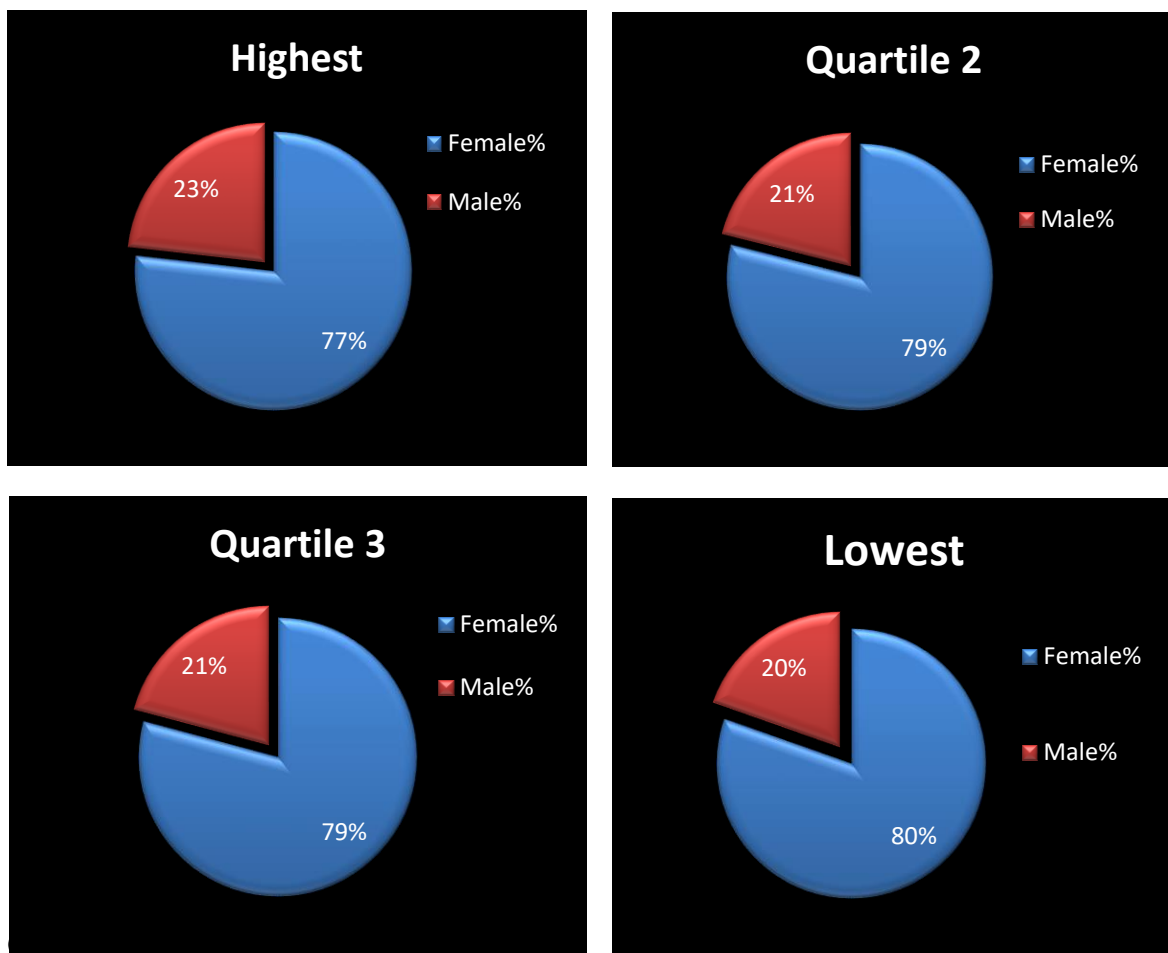
## Work on eradicating the Gender Pay Gap

SCAS will continue to reduce the pay gap through:

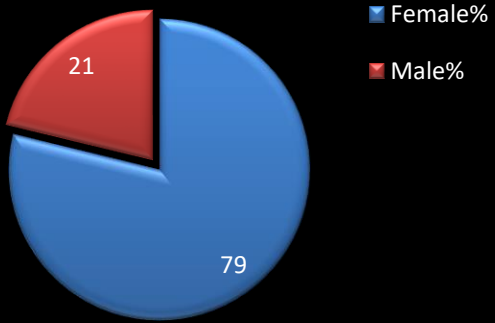
- Support for women returning to work – through shared parental leave, and a range of flexible working options including job sharing, compressed hours and part-time opportunities.
- Encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared 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 500 employees.



# Overall SCAS



Pay Gap 2.42%