

### Gender Pay Gap Statement - 2018

#### SHC Clemsfold Group Limited

SHC Clemsfold is an award-winning group of care homes providing over 30 years of healthcare and support in Sussex, offering a range of quality services. SHC is committed to equal opportunities and promoting equality and diversity in the workplace.

The position regarding the gap between female and male pay has not changed significantly since the organisation reported in 2017. The gender gap pay at SHC Clemsfold shows that on average women earn £1.07 for every £1.00 that men earn - 7% higher. There are more females in all of the earnings quartiles, and this is a contributing factor for the difference. The proportion of females in the upper earnings quartile is 67.5%

The organisation does not operate a bonus scheme and operates on the basis of consistent pay rates and salaries irrespective of the gender of the employee.

SHC will continue to review pay and reward for all staff to ensure that women are not disadvantaged through practices at the organisation.

#### SHC Rapkyns Group Limited

SHC Rapkyns is an award-winning group of care homes providing over 30 years of healthcare and support in Sussex, offering a range of quality services. SHC is committed to equal opportunities and promoting equality and diversity in the workplace.

The position regarding the gap between female and male employee pay has slightly changed since the organisation reported in 2017. The gender pay gap at SHC Rapkyns shows that there has been a reduction and female employees on average earn 98p for every £1.00 that men earn. In 2017 female employees on average earned 97p for every £1.00 earned by men.

The median (middle range) hourly rate of pay for females has reduced and women earn £1.04 for every £1.00 that men earn, a difference of 4%. The number of female employees in the top earnings quartile reduced by almost 5% in 2018 and this is a contributing factor for the change.

The organisation does not operate a bonus scheme and operates on the basis of consistent pay rates and salaries irrespective of the gender of the employee.

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### Gender Pay Gap Statement - 2017

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From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap shows the difference between the average (mean/median) earnings of men and women.

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The gender pay gap at SHC Clemsfold shows that women employees on average earn slightly more than men, £1.05 for every £1.00 earned by men. At the time of this report we employed 63.5% female and 36.5% male, and this is a contributing factor for the slight difference in earnings. Our report also shows that the proportion of women in the top to lower earning quartiles is fairly consistent (63.2% in the top and 65.1% in the lower).

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#### SHC Rapkyns Group Limited

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The gender pay gap at SHC Rapkyns shows that women employees on average earn slightly less than men, 97p for every £1.00 earned by male employees. However, the median (middle value) hourly rate of pay for women is 8.2% higher than men. In the median range women earn £1.08 for every £1.00 that is earned by men.

SHC will continue to review pay and reward for all staff to ensure that women are not disadvantaged through practices at the organisation.