

The Social Interest Group brings together health and social care organisations, to work in partnership.

The founder members of the Social Interest Group are Penrose Options, Penrose Works Ltd and Equinox Care.



Social Interest Group



equinox

Our 2017 Gender Pay Gap report

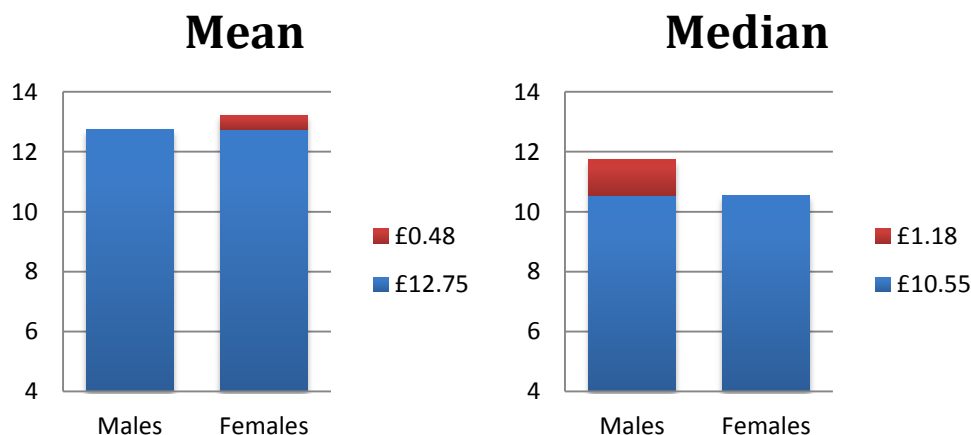
Social Interest Group as an organisation working with vulnerable people is passionate about transparency, inclusivity and giving the opportunity to its service users and employees to live fulfilled and constructive lives.

Pay Gap

Difference between men and women

Hourly rate	Mean	Median
Males	£12.75	£11.73
Females	£13.23	£10.55
Pay Gap	-£0.48	£1.18
%Pay Gap	-3.76	10.06

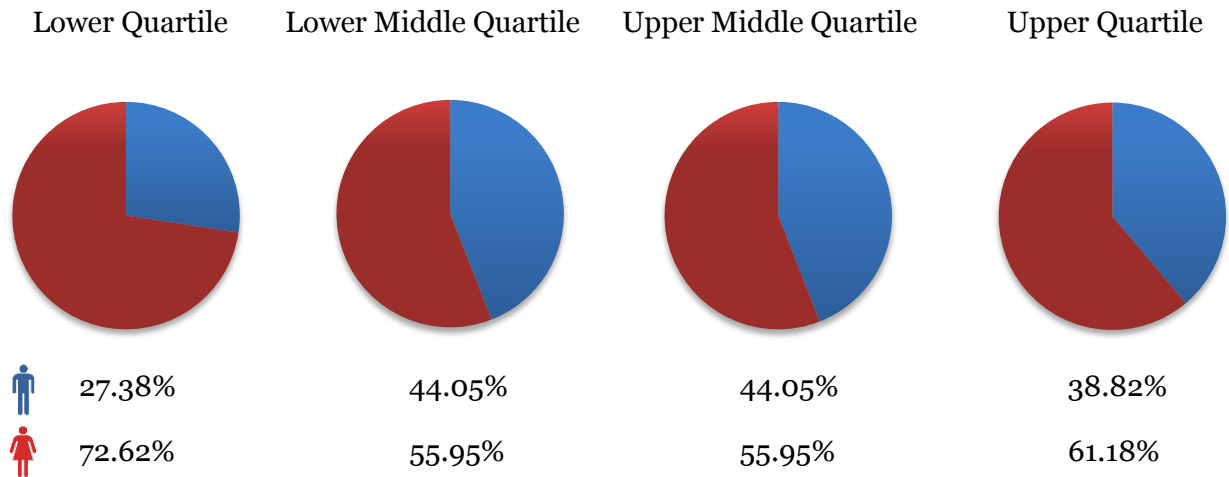
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date, i.e. 5th April 2017. There were no bonuses paid to any member of staff in the year up to 5th April 2017.



At the snapshot date, 5th April 2017, there were 209 women and 128 men working across the Group. Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more women in higher-paid roles within the business.

At Social Interest Group we are confident that men and women are paid equally for doing equivalent jobs across our business. We continue to take action to address any gaps and to make sure our policies and practices are fair.

Pay Quartiles



The image above illustrates the gender distribution at Social Interest Group across four equally sized quartiles, each containing just under 85 employees. We are proud that we have a high number of women at the senior roles.

I confirm the data reported is accurate.



Gill Arukpe

Group Chief Executive