

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

The members of the Social Interest Group are Penrose Options, Equinox Care and SIG Investments.



**Social Interest Group**

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.

## Our 2021 Gender Pay Gap report

At the 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.

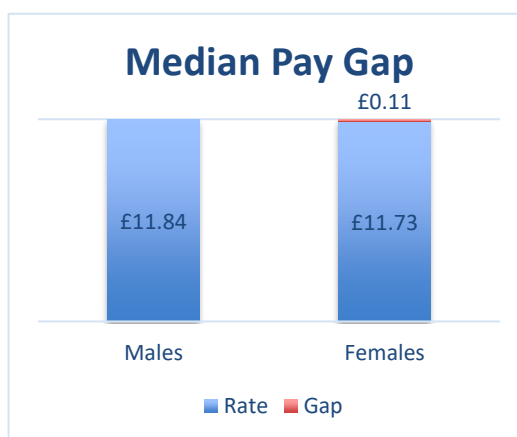
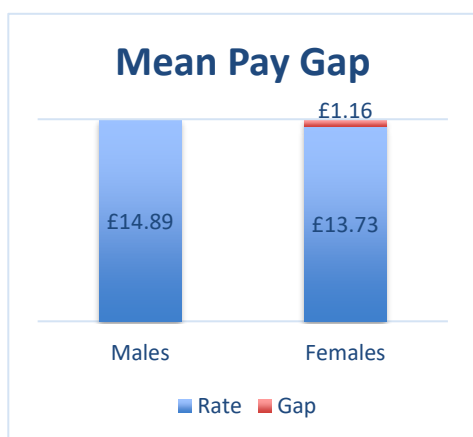
At the snapshot date, 5<sup>th</sup> April 2021, there were 225 women and 107 men working across the Group. Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more women in lower-paid roles within the business.

## Pay Gap

### Difference between men and women

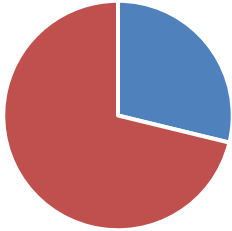
| Hourly rate | Mean   | Median |
|-------------|--------|--------|
| Males       | £14.89 | £11.84 |
| Females     | £13.73 | £11.73 |
| Pay Gap     | £1.16  | £0.11  |
| %Pay Gap    | 7.79%  | 0.92%  |

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. 5<sup>th</sup> April 2021

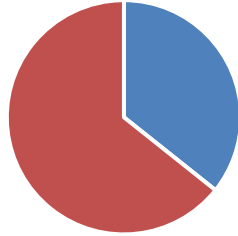


## Pay Quartiles

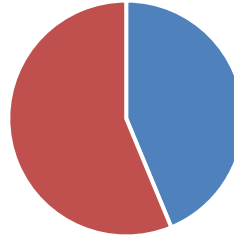
Lower Quartile



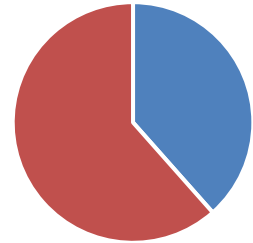
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



28.80%

35.70%

43.75%

61.54%



71.20%

64.30%

56.25%

38.46%

The image above illustrates the gender distribution at Social Interest Group across four quartiles.

I confirm the data reported is accurate.

**Gill Arukpe**

Group Chief Executive