



Gender Pay Gap 2023

Gender Pay Gap 2023

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, Pathways to Independence, Safe Ground and SIG Housing Trust.

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

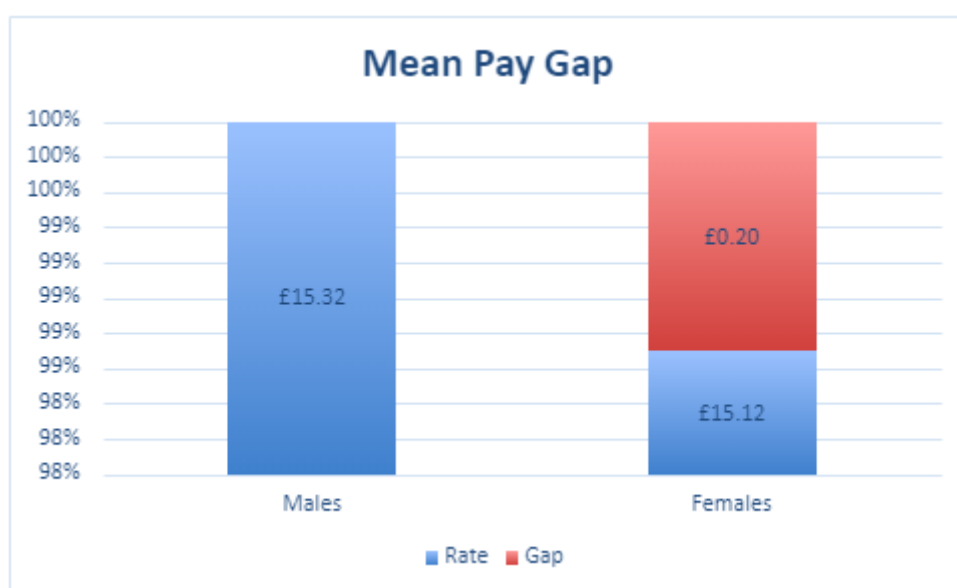
At the Social Interest Group we are confident that men and women are paid equally for doing equivalent jobs across our business. We continue to take action to address any gaps and to make sure our policies and practices are fair.

At the snapshot date, 5th April 2023, there were 213 women and 112 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. It is indicative of the health and social care sector that the front-line is female dominated, and this front-line rate of pay is driven by local authority funding. We continue to champion fair pay for our front-line staff in all of our contracts.

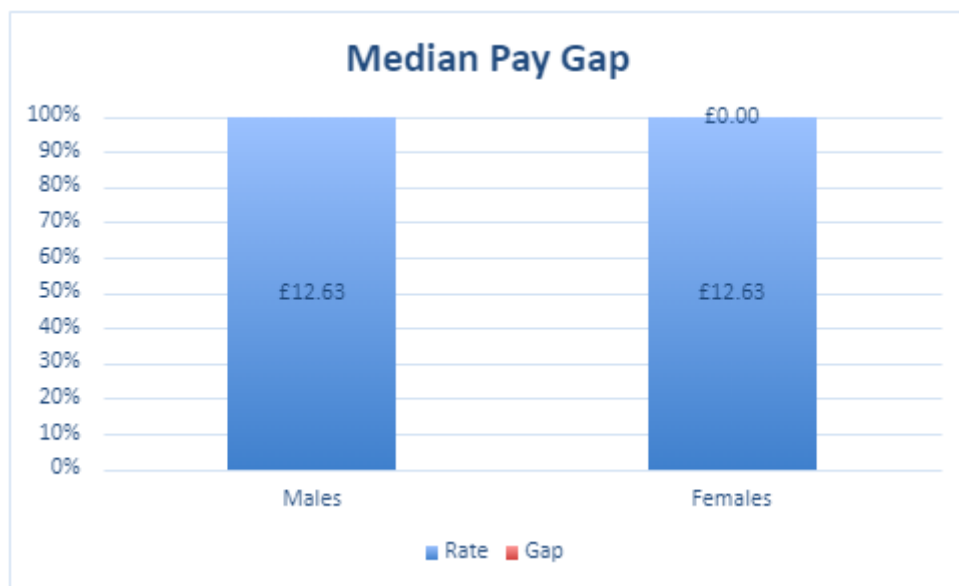
Report

The Gender Pay Gap for Social Interest group shows that the current mean gap is **1.3%**. This narrow margin underscores the commitment to pay fairly and inclusively in the organisation.

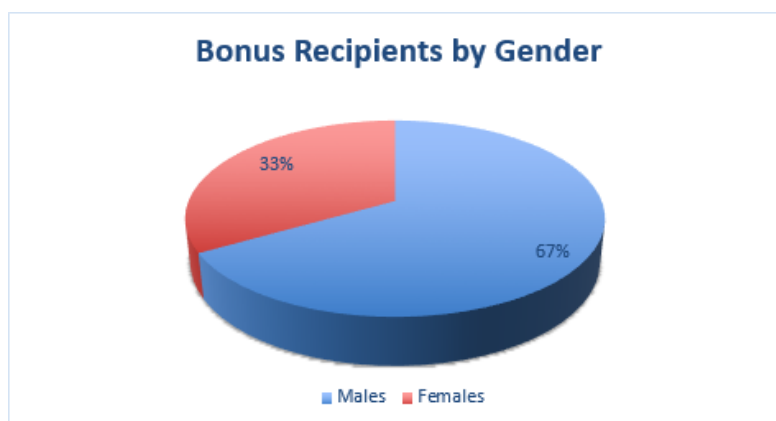
Mean Hourly Pay		
Gender	Rate	Gap
Males	£15.32	
Females	£15.12	1.3%



Median Hourly Pay		
Gender	Rate	Gap
Males	£12.63	
Females	£12.63	0%

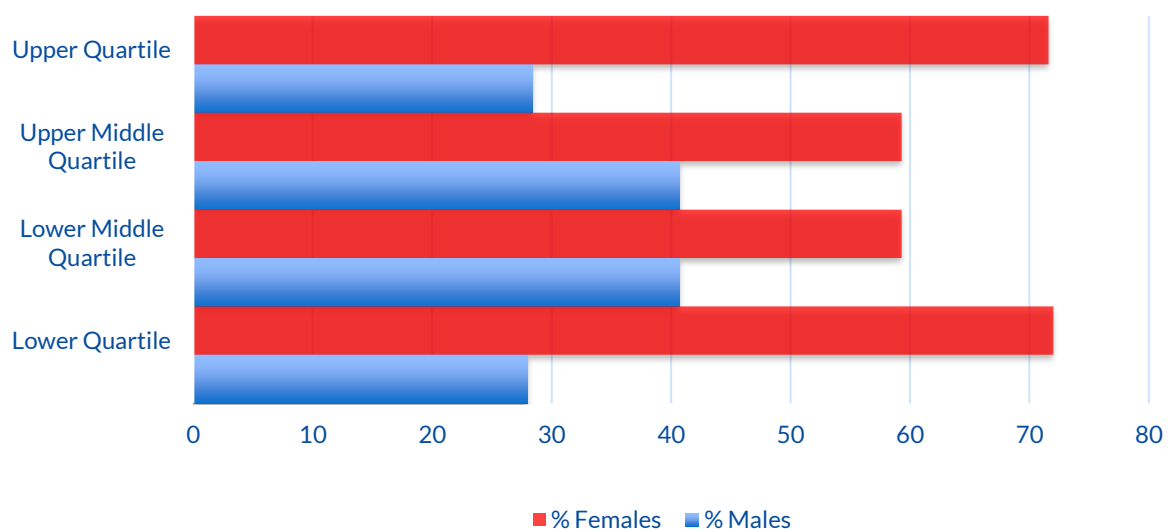


Bonus Pay Gap (Received)	
Males	1.8%
Females	0.9%



Quartiles				
	Lower	Lower Middle	Upper Middle	Upper
Males %	28%	40.7%	40.7%	28.4%
Females %	72%	59.3%	59.3%	71.6%

Company Pay Quartiles



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

I confirm the data reported is accurate.



Gill Arukpe
Chief Executive