



Gender Pay Gap Report 2024

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The Social Interest Group is a leading UK charity providing bespoke person-centred health and social care services.

The members of the Social Interest Group are Penrose Options, Equinox Care, Pathways to Independence, Safe Ground and SIG Housing Trust.

The Social Interest Group is an organisation delivering innovative, integrated health and social care to ensure people accessing our services achieve the best outcomes. We specialise in supporting people with the most complex multiple disadvantages and challenges in life who often have chaotic backgrounds.

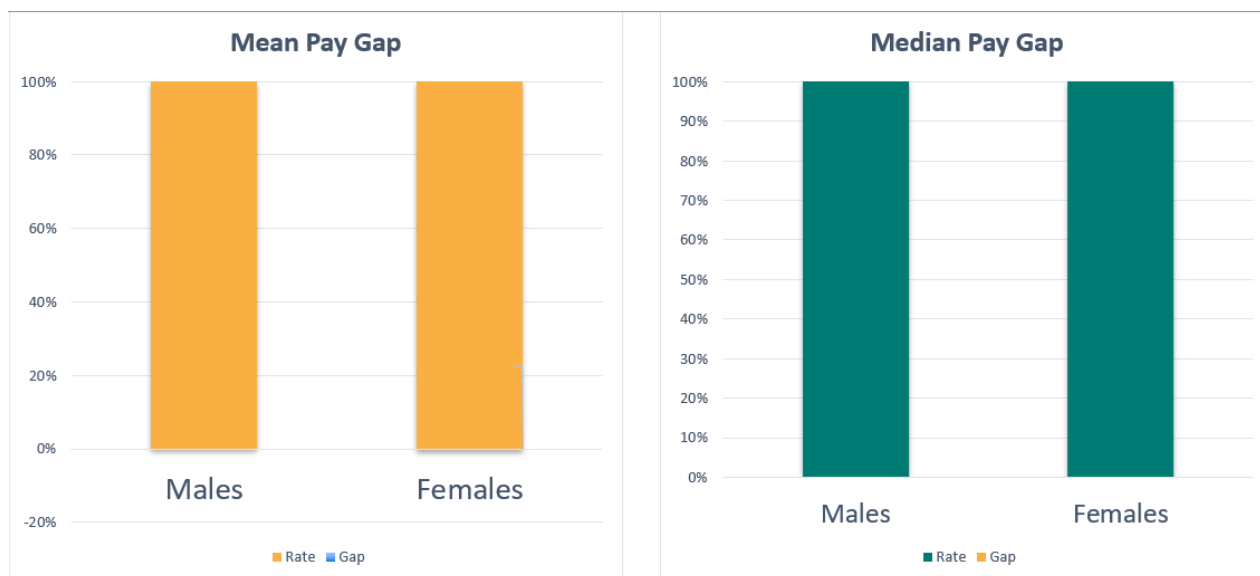
Our core values of Ambition, Empowerment, Inclusivity and Transparency underpin and guide our decision-making, organisational development and internal relationships. We pride ourselves on creating an open, nurturing and transparent working environment that offers growth. We aim to develop a genuine and meaningful approach to Equity, Diversity and Inclusion and to ensure an inclusive workplace is shaped.

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 that arise and to ensure our policies and practices are fair.

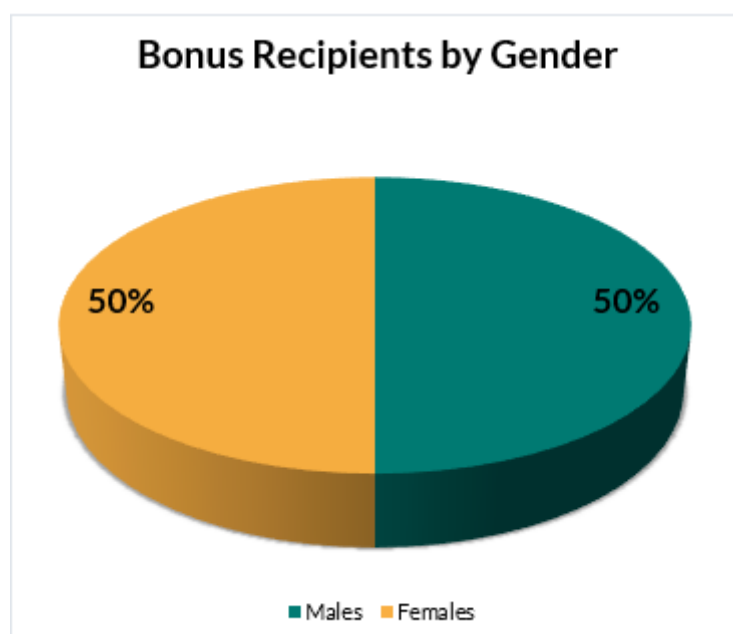
On the snapshot date, 5th April 2024, there were 235 women and 113 men working across the Group.

Gender Pay Gap %

Gender Pay Gap % Mean	Gender Pay Gap % Median
-0.1%	-0%

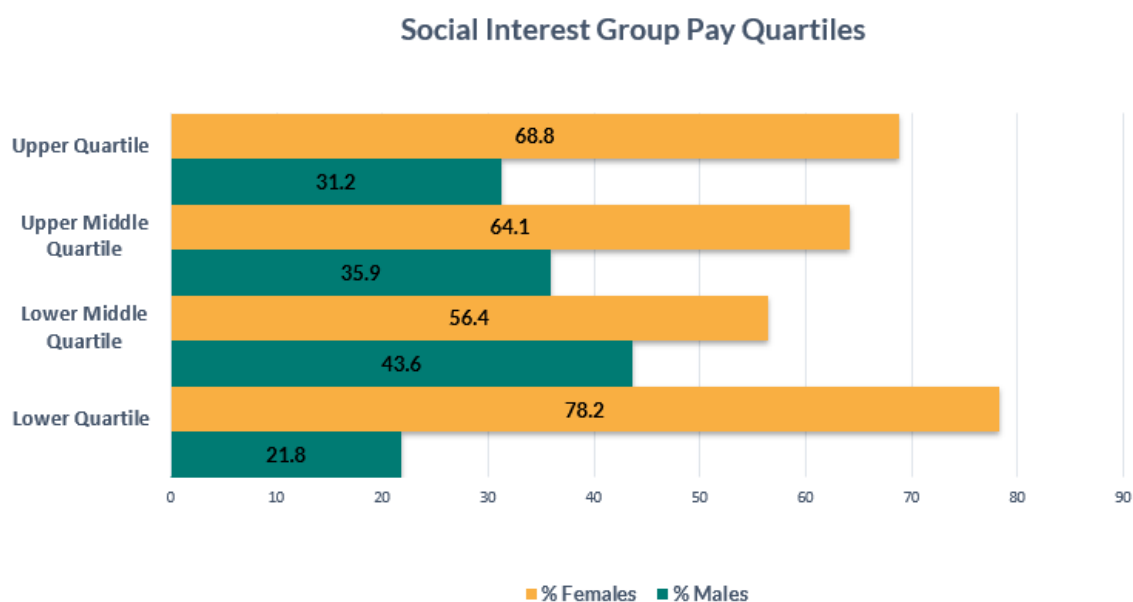


Gender Bonus Gap



Gender	Received Bonus
% Males	1.9%
% Females	1.9%

Gender	Bonus Gap % Mean	Bonus Gap % Median
% Males	1.9%	-160%
% Females	1.9%	54.5%



Statement

The tables above illustrate the gender distribution at Social Interest Group across four quartiles. I confirm the data reported is accurate.



Cathy Kane
Interim CEO