



Gender Pay Gap Report 2025

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Gender Pay Gap 2025 – narrative and rationale

Document purpose

The 'gender pay gap' is the difference in average earnings between women and men. Employers with more than 250 staff must report their organisation's gender pay gap. This document is to note any narrative or rationale used by Glenn Leigh, Workforce Development Partner in providing the 2025 gender pay gap reporting data.

The Social Interest Group 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.

Preparing the Data

Guidance taken from: <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/overview>

- We are using the snapshot date of 5 April 2025.
- We have combined all subsidiaries in the report, Penrose Options, Equinox Care, Pathways to independence, Safe Ground and SIG Housing Trust.
- We are using any pay for these members of staff paid on 15th April 2025 in current month or in arrears owed from March 2025.
- All employees removed as per the guidance within the report.
- Bonuses were included for this snapshot period.
- There are 455 relevant full pay employees included in this 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 that arise and to ensure our policies and practices are fair.

On the snapshot date, 5th April 2025, there were 299 women and 156 men working across the Group.

Making the Calculations

The organisations IRIS HR system has the functionality to pull the Gender Pay Gap report. In doing this the following Guide was used <https://oneiris.my.site.com/iris/s/article/Gender-Pay-Gap-Report-User-Guide>.

This report fully aligns with the Governments statutory guidance on how to make the calculations found here <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/making-your-calculations>

Report

Gender Pay Gap %

The mean gender pay gap for the group shows as 0.06%, this means that on average, females in the organisation earn slightly less than males.

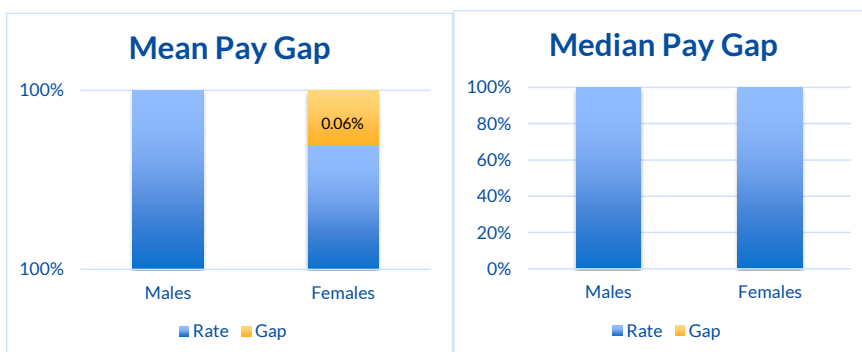
The median pay gap is showing as 0%, this signifies no difference between our female and male workforce.

Based on these percentages females are paid very slightly less than males but overall, there is only a very small difference between both mean and medium earnings.

Gender Pay Gap %

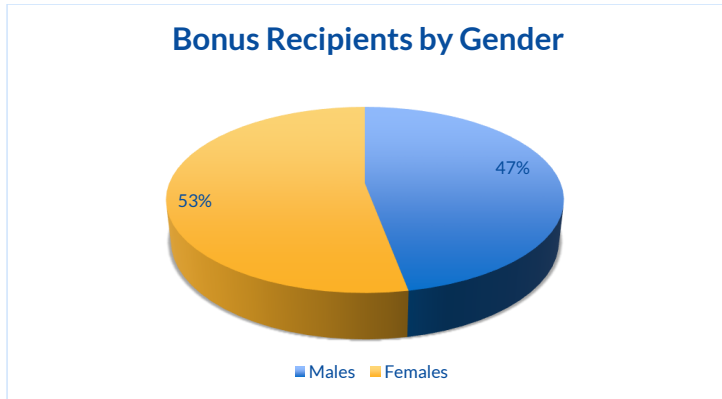
Gender Pay Gap % Mean	Gender Pay Gap % Median
0.06%	0%

Gender Bonus Gap

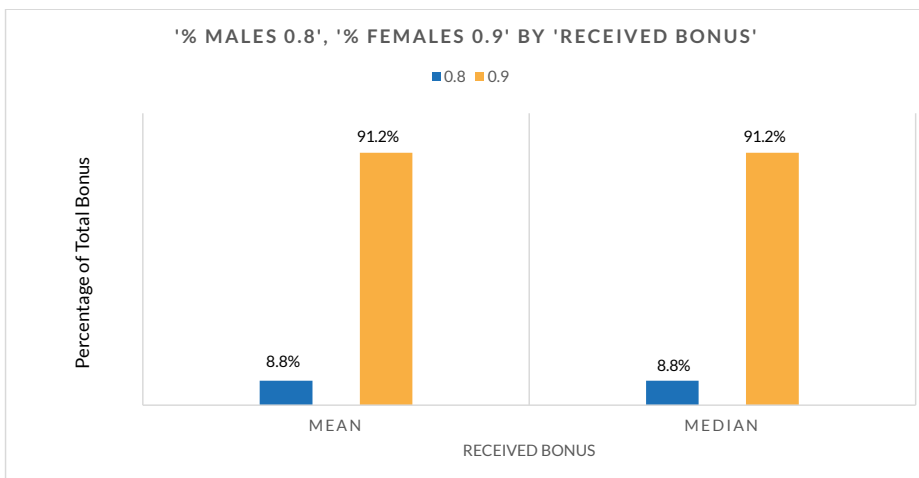


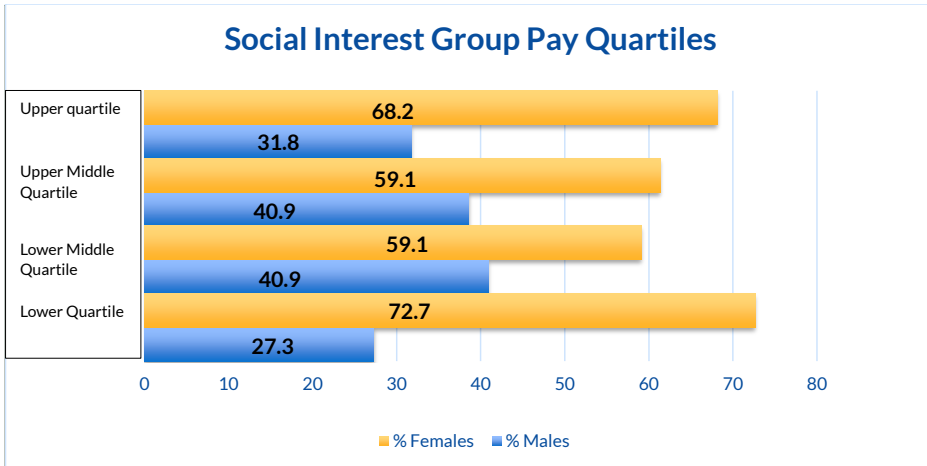
Commented [JM1]: @Glenn Leigh this includes £ please can the % gap be captured.

Commented [GL2R1]: @Jessica McMahon Actioned



Gender	Received Bonus
% Males	0.8%
% Females	0.9%





Commented [JM3]: @Glenn Leigh - and this bit here please. thanks so much!

Commented [GL4R3]: @Jessica McMahon Actioned

Statement

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



Mark Milton
CEO