

Servoca Nursing & Care Ltd

Gender Pay Gap Report and Data 2019

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The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private sector employers with 250 + workers to publish a range of data. The Gender Pay Gap is the difference between the average earnings of male and females, who could be engaged in very different roles.

Women's hourly rate is:

19.4% lower (mean) **2.1% lower (median)**

Women's bonus pay is:

69.2% lower (mean) **65.4% lower (median)**

Who received bonus pay:

13.8% of men **5.9% of women**

Pay Quartiles

| | Female | Male |
|-----------------------|--------------|--------------|
| Upper quartile | 72.4% | 27.6% |
| Upper middle quartile | 74.2% | 25.8% |
| Lower middle quartile | 88.8% | 11.2% |
| Lower quartile | 75.3% | 24.7% |