

## Servoca Nursing & Care Ltd

**Address: Solar House, 1-9 Romford Road, London, England E15 4LJ**

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:**

**23.6% lower (mean)                  3.5% lower (median)**

### **Women's bonus pay is:**

**62.1% lower (mean)                  87.5% lower (median)**

### **Who received bonus pay:**

**11.3% of men                          4.4% of women**

### **Pay Quartiles**

|                       | Female       | Male         |
|-----------------------|--------------|--------------|
| Upper quartile        | <b>62.4%</b> | <b>37.6%</b> |
| Upper middle quartile | <b>64.7%</b> | <b>35.3%</b> |
| Lower middle quartile | <b>76.5%</b> | <b>23.5%</b> |
| Lower quartile        | <b>82.1%</b> | <b>17.9%</b> |