

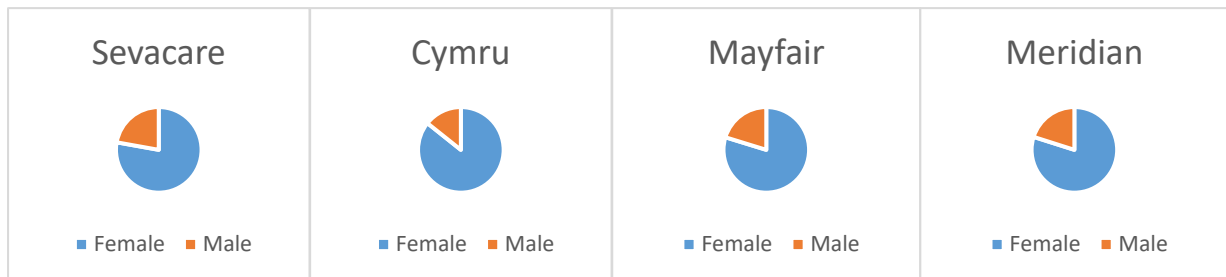
**Grosvenor Health and Social Care Limited**

**Group Gender Pay Gap Report 2024**

As employers of more than 250 staff, Sevacare (UK) Ltd (Sevacare), Care Cymru Services Ltd (Cymru), Mayfair Homecare Ltd (Mayfair) and Meridian Health and Social Care Limited (Meridian) are required to publish an annual gender pay gap report.

At the point of reporting there were 857 employees in Sevacare with 77.8% of their workforce being female, 455 employees in Cymru with 85.7% of their workforce being female, 504 employees in Mayfair with 79.8% of their workforce being female and 1,085 employees in Meridian with 79.9% of their workforce being female. This ratio of female employees is typical of the social care sector as a whole.

	Sevacare		Cymru		Mayfair		Meridian	
Gender	Percentage	Employees	Percentage	Employees	Percentage	Employees	Percentage	Employees
Female	77.8%	667	85.7%	390	79.8%	402	79.9%	867
Male	22.2%	190	14.3%	65	20.2%	102	20.1%	218
Grand Total	100.0%	857	100.0%	455	100.0%	504	100%	1,085



**Gender Pay Gap**

The gender pay gap is a measure of the difference between the average earnings for female and male employees, irrespective of their position within the organisation. This is different from equal pay where companies are required to ensure that men and women are paid the same for doing the same or similar roles.

Both the mean (average) and median (middle) gender pay gap have been calculated as at April 2024, the results can be seen below:

	Sevacare	Cymru	Mayfair	Meridian
Mean	7.46%	-1.29%	-2.34%	-0.28%
Median	-0.13%	0.33%	-0.96%	0.23%



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	Sevacare		Cymru		Mayfair		Meridian	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Top Quartile	21.72%	78.28%	11.43%	88.57%	26.13%	73.87%	16.80%	83.20%
Upper Middle Quartile	23.23%	76.77%	22.86%	77.14%	14.41%	85.59%	30.33%	69.67%
Lower Middle Quartile	24.24%	75.76%	7.62%	92.38%	28.83%	71.17%	18.44%	81.56%
Lower Quartile	22.73%	77.27%	19.05%	80.95%	19.64%	80.36%	20.00%	80.00%

The gender pay gaps for Sevacare, Cymru, Mayfair and Meridian are below the national average as estimated by the Office for National Statistics median of 7.7%. As an organisation we have worked hard to ensure that there is a fair and consistent system of pay in place and this can be seen in the results above. However, we will continue to focus on reducing our mean gender pay gap further with the ultimate aim of reducing it to zero.

I can confirm that the Grosvenor Health and Social Care Group are committed to the principle of gender pay equality and have prepared our 2024 gender pay gap results in line with mandatory requirements.

Darren Stapelberg  
Chief Executive Officer