



# Sandcastle Care Gender Pay Report

Sandcastle Care strives to create a transparent and inclusive culture which recognises diversity not just with regards to gender but that everyone regardless of their race, religion or background has an equal opportunity to thrive.

## Gender Pay and Bonus Gap

Difference between men & women	Mean	Median
Gender Pay Gap	8%	7%
Gender Bonus Gap	81%	0%

Our mean pay gap is 8% and our median pay gap is 7%. Both figures are below the national average Gender Pay Gap for all industries in the UK (17.3%). We are confident that the gender pay gap is not a pay issue because we have a gender-neutral approach to pay. We have a clear and transparent Pay and Grading Framework which is based entirely on recognising qualifications and experience, meaning we offer full parity of pay for our staff regardless of gender.

## Employees who received bonus pay

### Proportion of males



### Proportion of females



The proportion of females versus males receiving a bonus is equitable.

## Proportion of males and females in each pay quartile

Quartile	Men	Women
Upper	51%	49%
Upper Middle	58%	42%
Lower Middle	42%	58%
Lower	43%	57%

The split between men and women in the upper quartile is very much even. There is a greater split in terms of the women represented in the lower quartile, 57% of the total. We believe this proportion is due to a greater number of female employees which have taken advantage of the more flexible working arrangements.

Our Gender Pay Gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting legislation. We confirm that these figures have been verified and are accurate.

**Stuart Hall**  
**Chief Financial Officer**  
**Sandcastle Care Ltd.**