

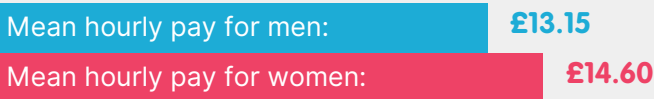
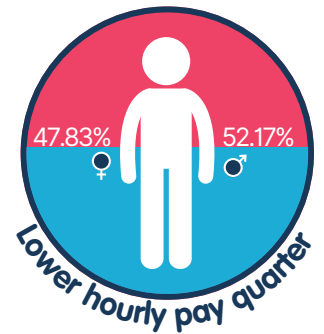
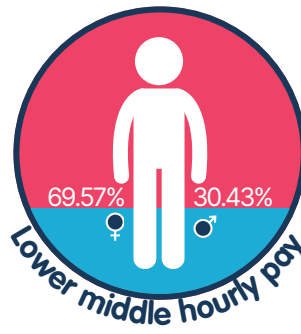
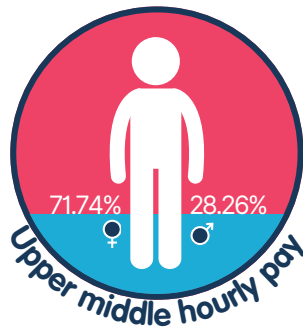
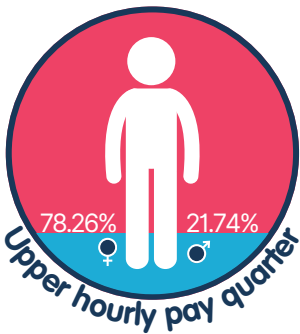
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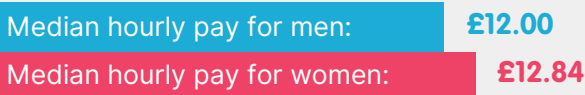
moorview care GENDER PAY GAP

Moorview Care was established in 2000 and we currently have over 300 members of our team as of 04/11/24. This Gender Pay Gap Report is a critical component of Moorview Care's commitment to fostering an inclusive and equitable workplace. In line with the UK's Equality Act 2010 and the Gender Pay Gap Information Regulations 2017, this analysis highlights disparities in pay and representation across our workforce. Understanding these differences allows us to take meaningful actions toward ensuring equality in pay and progression for all employees.

This report is based on six key calculations assessing the gender pay gap across hourly and bonus pay, as well as the percentage of men and women in each pay quarter.



Mean (Average) Gender Pay Gap for hourly pay
This indicates that, on average, women are paid 11.07% more per hour than men.



Median Gender Pay Gap for hourly pay
The median pay gap also shows that women earn 7% more than men in terms of median hourly pay.

BONUS PAY:

Percentage of men vs. women receiving bonus pay: **43.33% vs. 58.55%**
A higher percentage of women (58.55%) received bonus pay compared to men (43.33%).

Mean (average) Gender Pay Gap for bonus pay: **£82.05 vs. £103.10 (Gender Pay Gap: -25.67%)**
Women, on average, receive 25.67% more in bonus pay compared to men.

Median Gender Pay Gap for bonus pay: **£50.00 vs. £50.00 (Gender Pay Gap: 0.00%)**
There is no median gender pay gap for bonus payments, as both men and women receive a median bonus of £50.

Just a few of our benefits. Our team can see our full Benefits Guide on MVCX.

Refer A Friend

Receive up to £250 in bonuses if you refer a friend to work for us.

Anniversary Bonus

£50 bonus every year on the anniversary of your employment!

Apprenticeship Bonus

Get up to £500 upon completion of an apprenticeship.



SUMMARY: Women occupy a higher percentage of roles in the upper and upper-middle pay quartiles. Women earn more on average in both mean and median hourly pay compared to men, with an 11.07% higher average hourly pay and a 7% higher median hourly pay.

Declaration: We declare that the information and data supplied within this report is accurate and is provided in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.


Julie Wells-Colley, CEO