

The Social Interest Group brings together health and social care organisations, to work in partnership.

The members of the Social Interest Group are Penrose Options, Equinox Care and SIG Investments.

Social Interest Group as an organisation working with vulnerable people is passionate about transparency, inclusivity and giving the opportunity to its service users and employees to live fulfilled and constructive lives.



Our 2018 Gender Pay Gap report

At the Social Interest Group we are confident that men and women are paid equally for doing equivalent jobs across our business. We continue to take action to address any gaps and to make sure our policies and practices are fair.

At the snapshot date, 5th April 2018, there were 217 women and 138 men working across the Group. Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more women in higher-paid roles within the business.

Pay Gap

Difference between men and women

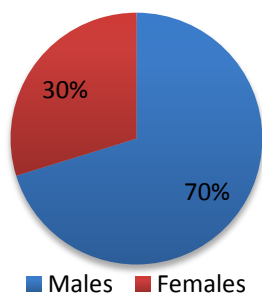
Hourly rate	Mean	Median
Males	£15.38	£13.33
Females	£14.29	£12.70
Pay Gap	£1.09	£0.66
%Pay Gap	7.09%	4.72%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date, i.e. 5th April 2018.



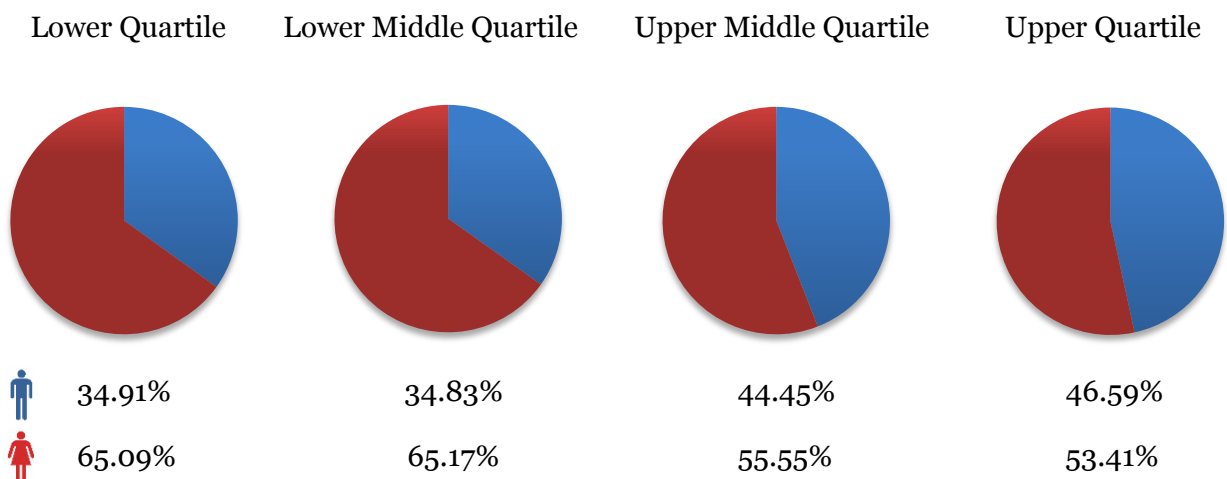
Bonus Gap

Bonus Recipients by Gender



In 2017/2018, there were 3 males (2.17%) and 2 females (0.92%) who received a bonus.

Pay Quartiles



The image above illustrates the gender distribution at Social Interest Group across four equally sized quartiles, each containing just under 90 employees. We are proud that we have a high number of women at the senior roles.

I confirm the data reported is accurate.

Gill Arukpe

Group Chief Executive