

GENDER PAY GAP

2021-22

PRODUCED BY DATAPLAN PAYROLL LIMITED

MARCUS | MARCUS

PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 4.9% lower than men's	Women's median hourly rate is 0.6% lower than men's

When comparing mean hourly rates, women earn **95.1p for every £1** men earn

When comparing median hourly rates, women earn **99.4p for every £1** men earn

PAY QUARTILES

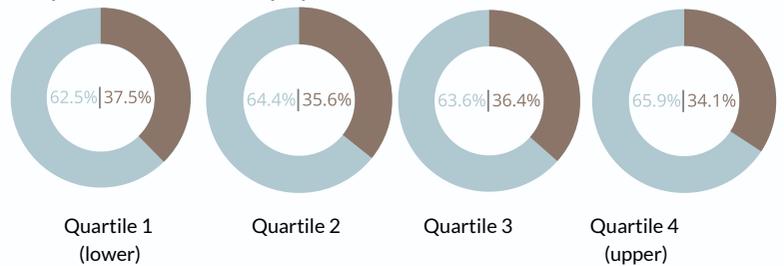
The image below shows the gender distribution at Marcus and Marcus Ltd when colleagues are placed into four equally sized quartiles based on pay



MALE



FEMALE



Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 45.9% lower than men's	Women's median bonus pay is 32.4% lower than men's

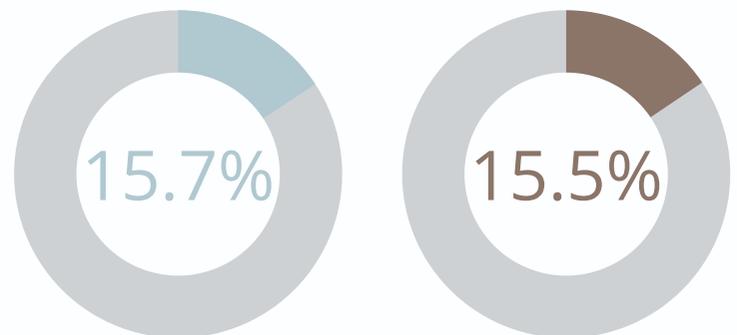
PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of men receiving a bonus payment



Proportion of women receiving a bonus payment



About Marcus and Marcus

Marcus and Marcus are a care provider based in North London specialising in providing Supported Living Services to people with Autism. We currently provide support for over 100 people and employ almost 400 staff.

Gender Pay Gap

Marcus and Marcus does have a Gender Pay Gap – the Mean Pay Gap has increased to 4.9% in 2021, whilst the Median Pay Gap has increased slightly to 0.56%. These figures reflect the higher salaries earned by members of the senior management team which is predominantly male. The increase in the Pay Gap is largely attributed to three female senior managers leaving the company resulting in a restructuring of the management team.

Another contributing factor is that the company pays Support Workers based on Service User's needs. At Marcus and Marcus, our higher pay rates tend to be for male service users where the teams are typically male dominated.

Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is a consistent gap in all quartiles. Although there appears to be a large gap, the percentages are consistent with the composition of staff within the Company which is 64% male and 36% female. This composition can be attributed to the composition of our Service Users, which is 77% male and 23% female. Generally male Service Users are supported by male staff, and female Service Users are supported by female staff.

Bonus Payments

Bonuses are given to all Managers, PBS Team members, Team Leaders and Trainers. In general, bonuses are based on seniority, but other factors such as performance are considered. The recent Management Restructuring is the main reason for the increase in the mean Bonus Pay Gap, most senior roles in the Company are now held by male staff.

The percentage of female and male staff receiving a bonus is almost identical. Since only senior staff receive bonuses, this shows that males and females are proportionately well represented at a senior level. The figure has dropped slightly from last year for both males and females as the Company have employed more support staff who do not typically receive a bonus.

D Price

Daniel Price | Registered Manager | Marcus and Marcus Ltd

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Marcus and Marcus Limited is required to carry out Gender Pay Gap Reporting