

# GENDER PAY GAP

## 2022 -23

Produced by Marcus and Marcus

### PAY DATA



#### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 11.7% lower than men's	Women's median hourly rate is 0.8% lower than men's
When comparing mean hourly rates, women earn 88.03p for every £1 men earn	When comparing median hourly rates, women earn £0.99 for every £1 men earn



#### PAY QUANTILES

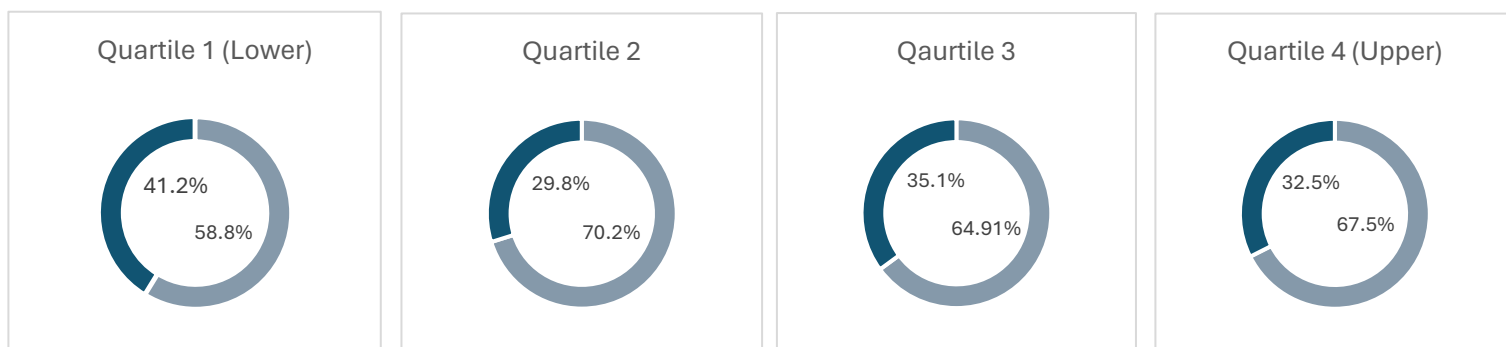
The image below shows the gender distribution at Marcus and Marcuse Ltd when colleagues are placed into four equally sized quartiles based on pay.



MALE



FEMALE



The proportion of male and female staff in quartiles

# BONUS DATA



## BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 27% lower than men's	Women's median bonus pay is 26.5% lower than men's

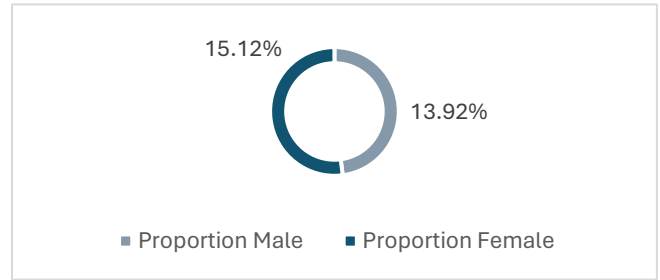
## PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



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 a learning disability and/ or are Autistic. We currently provide support for over 110 people and employ 520 staff.

### Gender Pay Gap

Marcus and Marcus does have a Gender Pay Gap – the Mean Pay Gap has increased from 5.4% to 11.7% in 2023. Whilst the Median Pay Gap increased from 0% to 0.8%.

These figures reflect the higher salaries earned by senior members of the management structure which is predominantly male although our most senior and highest earning manager is female and an additional management post that was created in 2023 is held by a female staff also.

The increase in the Pay Gap is largely attributed to restructuring of the management team and increased numbers of care and support managers, the majority of post holders at this level are male.

Another contributing factor is that, in line with funding arrangements, the company pays Support Workers based on Service User's needs. At Marcus and Marcus, staff can earn more per hour for working with highly complex and challenging service users where additional skills and knowledge are essential to fulfil the role. Our staff are recruited to work specifically with the client and our more complex cases often attract more male applicants and so higher levels of male staff recruited into the role.

### 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 80.7% male and 19.3% female. This composition is consistent with the needs of our Service Users, which is 77% male and 23% female. Generally male Service Users prefer to be supported by male staff, and female Service Users prefer to be supported by female staff.

## S. Pearce

Sandra Pearce | General 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.