Mediline is one of the North West of England’s largest and highest quality specialist provider of care for people with learning disabilities, autism and other complex care needs and are proud of our sector leading outcomes and reputation for delivering high quality care and support. We take our responsibilities as an employer very seriously and focus on ensuring that quality, diversity, equality and inclusion are embedded throughout everything that we do. The data in the Gender Pay report for the period 2023-2024 shows that for the overwhelming majority of our employees, there is no or a very minimal gender pay gap.

All companies that employ more than 250 employees are required to report their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of all men and women with differing working patterns, roles and at all levels of seniority in our organisation; it does not involve publishing information about individual employees.

The following report has been produced in compliance with the regulations and the results are based on the snapshot date of 5th April 2023. The results have been published on the Government website where they can be found by searching for Mediline Supported Living Limited.

**Gender Pay Gap Results**

In analysing the data, we employ more females in the most senior levels of our organisation. This accounts for the gap that does exist in the upper quartile data and in our mean bonus gap.

*Mean gender pay gap -5 %*

What this means is that women, on average, earn 5% more than men using the mean hourly rates.

*Median gender pay gap 0%*

What this means is that women, on average, earn the same as men using the median hourly rates.

Bonuses account for less than half of one percent of our total wage bill.

*Mean bonus pay gap -178%*

What this means is that on average women earn 178% more than men using the mean bonus figure.

*Median bonus pay gap 0%*

What this means is that women, on average, earn the same as men using the median bonus figure.

*Proportion of men and women receiving a bonus*

16% of relevant female employees received a bonus compared to 13% of relevant male employees.

*Pay quartiles by gender*



What this means is that the lowest paid 25% of employees are split 38% male and 62% female.

If you have any questions about gender pay gap reporting, please speak to your manager in the first instance.

I can confirm that the data is accurate as at the snap shot date of 5th April 2023.



Christopher Hartshorne

Managing Director