



Sun  
Healthcare

## GENDER PAY GAP REPORT 2018

This is the Gender Pay Gap Report for Sun Healthcare Ltd for 2018 – it is based on the UK's gender pay reporting requirements.

Sun Healthcare is proud that females and males doing the same roles within the company receive equal pay. Our small gender pay gap is largely the result of more female employees working part-time hours and more male employees working full-time hours.

Sun Healthcare is fully supportive of equal opportunities and to reducing the gender pay gap where possible. We are pleased to have reduced our gender pay gap since 2017.

Steven Garside, Director, Sun Healthcare Ltd

**Equal Pay** deals with the differences between men and women who carry out the same jobs, similar jobs or work of equal value.

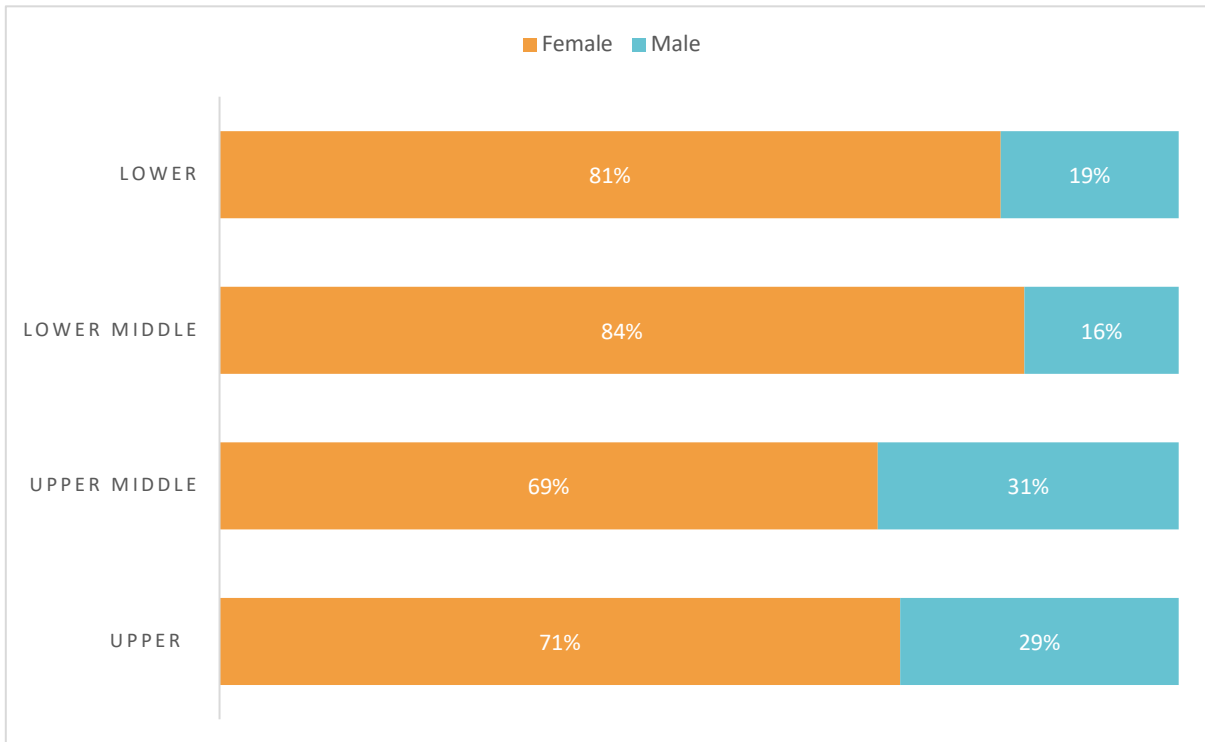
**The Gender Pay Gap** shows the differences in the *average pay between men and women* across the organisation.



## PAY GAP DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

	Mean	Median
Hourly rate of pay	1.9%	3.6%

## PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



1. No bonuses are paid at Sun Healthcare, therefore there are no bonus pay rates to publish.
2. The pay calculations are based on the snapshot date of 30 April 2018.