

**Mediline Supported Living Limited**

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I am writing to share our Gender Pay Gap Report for the period 2024-2025, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. At Mediline, we take great pride in being one of the North West of England's largest and highest quality specialist providers of care for individuals with learning disabilities, autism, and complex care needs. Our commitment to quality, diversity, equality, and inclusion is fundamental to our values and is reflected in our employment practices. The data in the Gender Pay report for the period 2024-2025 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 5<sup>th</sup> April 2024. 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 -3 %*

What this means is that women, on average, earn 3% 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 -154%*

What this means is that on average women earn 154% 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*

15% of relevant female employees received a bonus compared to 12% of relevant male employees.

*Pay quartiles by gender*

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	35%	35%	35%	34%
Female	65%	65%	65%	66%

What this means is that the lowest paid 25% of employees are split 35% male and 65% female.

We believe in transparency and encourage any questions regarding our gender pay gap reporting to be directed to your manager. Rest assured, all the data presented in this report is accurate as of the snapshot date. We remain committed to fostering an inclusive workplace and will continue to focus on equality and diversity in all aspects of our operations.

I can confirm that the data is accurate as at the snap shot date of 5<sup>th</sup> April 2024.



Christopher Hartshorne  
Managing Director