



Gender Pay Gap Statement 2024

As Cornerstone employs more than 250 colleagues it is required to comply with government regulations on gender pay gap reporting by publishing details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

The data shows:

Difference in Mean Pay

-0.43%

Difference in Median Pay

0%

Mean Bonus Gender Pay Gap

Not Applicable

Median Bonus Gender Pay Gap

Not Applicable

Median Bonus Gender Pay Gap

Not Applicable

Percentage Who Receive a Bonus

Not Applicable

Salary Quartiles

% Men

% Women

Upper Quartile

21.82

78.18

Upper Middle Quartile

24.26

75.74

Lower Middle Quartile

24.32

75.68

Lower Quartile

24.26

75.74

Total

23.67

76.33

Summary from the Leadership Team at Cornerstone

Cornerstone pays a minimum of the Real Living Wage for all roles, including relief workers; which includes paying the real living wage rate per hour for sleepover duties; thus ensuring our frontline colleagues are valued for their work as social care professionals.

The gender pay gap at Cornerstone presents a slight positive difference in favour of women. This is due to us employing 77% women who are represented at all levels across our organisation. Almost 80% of colleagues in the upper quartile of earners across the board are women.

We appoint on merit and our values, regardless of age, race, gender, gender reassignment, marital status, pregnancy, sexual orientation, disability or religion and belief; and will continue to ensure that equal pay and opportunities are promoted, and that all colleagues are treated fairly, living up to our values.

Louise Dickson, HR Lead