

Fanco Ltd t/a 365 Medicare – Gender Pay Gap Report

Reporting Year: 2024–2025

Organisation size: Fewer than 250 employees (voluntary publication)

Company Registered Name: Fanco Ltd

Trading As: 365 Medicare

Registered Office Address:

Hyde Park House, Cartwright Street, Hyde, England, SK14 4EH

Company Number: 11116866

Although Fanco Ltd t/a 365 Medicare is *not* legally required to report Gender Pay Gap data under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have chosen to publish this information voluntarily. This reflects our commitment to transparency, fairness, equality, and our ongoing position as an accredited Real Living Wage Employer.

1. Introduction

At Fanco Ltd t/a 365 Medicare, we are committed to fostering a workplace built on fairness, respect, and equal opportunities. We take pride in being an employer where every colleague, regardless of gender, receives the Real Living Wage or above, and where pay structures are transparent, equitable, and free from bias.

We publish this Gender Pay Gap Report voluntarily because we believe that openness helps strengthen trust, supports accountability, and reflects our values as both an employer and a care provider.

2. Understanding the Gender Pay Gap

The gender pay gap should not be confused with equal pay.

- Equal pay means paying men and women the same for the *same role or work of equal value*.
- The gender pay gap reflects the overall average difference between men's and women's hourly pay across the organisation, regardless of role.

In social care, the workforce is predominantly female, which influences gender representation but does not create pay inequality.

3. Our Commitment to Fair Pay

We are proud to be an accredited Real Living Wage Employer registered with the Living Wage Foundation. This means:

- Every colleague, in every role, is paid at or above the Real Living Wage
- Pay is structured transparently
- No staff member is paid below the independently calculated cost of living
- We fully support equality, training, development, and progression for all

Fair employment is a fundamental part of our workforce strategy and culture.

4. Gender Pay Gap Results (Voluntary Disclosure)

As of 31 March 2025, because we pay all staff the Real Living Wage or above and apply consistent pay structures, our Gender Pay Gap is:

Mean Gender Pay Gap:

0%

Median Gender Pay Gap:

0%

Mean Bonus Gap:

0%

(We do not operate a bonus scheme.)

Median Bonus Gap:

0%

Proportion of Staff Receiving a Bonus:

Not applicable.

Pay Quartiles:

All pay quartiles show 0% pay difference between men and women.

Any gender variance in distribution reflects sector demographics, not pay inequality.

5. Interpretation & Context

The results confirm that there is no pay disparity between men and women at Fanco Ltd t/a 365 Medicare.

This is due to:

- Clear and consistent pay structures
- Real Living Wage accreditation
- Transparent recruitment and pay policies
- Strong equality and fairness principles
- Commitment to training and development for all staff
- A culture that values merit, skills, and contribution over gender

Although more women work in care roles, reflecting national trends, this has no impact on pay equality within our organisation.

6. Our Commitment Going Forward

We will continue to:

- Maintain Real Living Wage Employer status
- Review our pay structure annually
- Promote equal opportunities at every level
- Encourage greater gender diversity across roles
- Embed fairness and transparency in all employment practices
- Support flexible working and family-friendly policies

Our long-term goal is to ensure that every colleague feels valued, supported, and treated fairly.

7. Director's Declaration

I confirm that the information in this report is accurate and has been prepared in line with the guidance set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

Director

Fanco Ltd t/a 365 Medicare

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Date: 27/10/2025