Caring Homes Group - Gender Pay Statement 2025

Introduction

Gender Pay Gap reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Under reporting guidelines, we have calculated the average pay rate of full pay relevant male employees and compared this to the average pay rate for full pay relevant female employees.

The calculation uses all pay rates from the highest to lowest earners irrespective of job title or work location and is different to Equal Pay. Gender pay gap calculations are based on figures drawn from a specific date each year, this is called the 'snapshot date'. This report draws on pay data as at the snapshot date of 5th April 2025.

For an employee to be included in the calculation as a 'full pay relevant employee' they must have been paid their normal basic pay during the pay period in which the snapshot date falls.

Gender Pay Gap Calculation Results

	Mean	Median
Gender Pay Gap	8.51%	4.63%
Gender Bonus Pay Gap	33.76%	49.97%

	Male	Female
Proportion Receving a bonus	3%	4%

	Male	Female
Lower	22%	78%
Lower Middle	20%	80%
Upper Middle	26%	74%
Upper	29%	71%

Summary

The Office for National Statistics reports a mean gender pay gap of 12.8% for the UK in 2025. The figure for the health and social care sector has always been lower than this in previous years. GOV.UK is reporting a 7.5% mean gender pay gap for Health and Social Care in 2025.

Our data confirms a significant percentage of our workforce is female which is typical across the health and social care industry. Both the high percentage of female employees and the fact that the most senior positions within the organisation are male employees influence the calculation results.

We are committed to ensuring a productive environment, representative of and responsive to all different cultures and groups, where everyone has an equal chance to succeed. Decisions relating to pay and recruitment are fair and equal and employee remuneration is based on individual skill, ability, performance and behaviour. To support career progression and succession planning within the organisation we also have talent management and employee development programs in place.

We can confirm that the information contained in this report is accurate and the data has been gathered and calculated in line with Gender Pay Gap requirements.

Issued November 2026