



Gender Pay Gap Report

Snapshot - 5th April 2023

This report incorporates Cera Care Group of Entities



What is the Gender Pay Gap?

- The **Gender Pay & Bonus Gap** is the average difference between Male & Female pay, based on the mean and median averages of statistical data.
- Mean is the average amount between men & women's hourly pay taken as a snapshot on the 5th April every year, with the mean bonus being the total of all bonuses paid in that year.
- Put simply: if we add together all our male employee data and calculate the average, then add together all our female employee data and calculate the average, the **mean pay gap** (as a %) is the difference in pay between the two.
- Median is the midpoint of all the data; if all our male employees and all our female employees stood in a line, in order of lowest hourly rate, the median pay gap (as a %) is the difference in pay between the middle salaries of both genders.



Our 2023 Results

We are reporting on this data as we have 250+ employees employed as at "5th April 2023"

Difference between Men and Women

Pay	Mean	Median
	-3.90%	4.10%

Bonus	Mean	Median
	-11.73%	-6.93%

Percentage of all our Workforce:

19.3% of our colleagues are Male and 80.7% are Female



Pay Quartiles

What are the pay quartiles?

Quartiles are the pay rates for all our employees - from the lowest hourly rate to the highest, by gender.

Employees are split equally into 4 groups

	Male	Female
Upper	20.10%	79.90%
Upper Middle	20.57%	79.43%
Lower	17.08%	82.92%
Lower Middle	18.75%	81.25%



Why the Gap?

We continue to be fully committed to improving the gender diversity in our business. As a healthcare provider offering flexible, part time working opportunities, our workforce continues to be predominantly women.

We have seen a significant increase in our male population and it is important that more males “join the care sector” to represent the wider community they are caring for rather than the minority. Statistically the number of men that make up the care sector workforce as at April 2023 is only “18%”.

Gender equality is really important to us and we continue to look at ways to increase our male workforce, “especially on the front line”.



What are we doing to address our Gender Pay Gap?

- We have reviewed our family friendly policies and all employees were offered fair and consistent benefits. All our workforce have access to our enhanced Maternity and Paternity pay
- We continue to ensure that all opportunities and career advertising promotes equality
- Continue to develop, training programmes and courses for all employees
- Continue to review our compensation model to ensure fairness and consistency across the group

All information supplied has been verified by Annabel Taylor, Chief People Officer

Cera Care has a number of operating companies within the UK

We are reporting, as required on our legal entities with more than 250 employees, namely Allied Homecare Ltd, Cera Homecare Ltd, Cera Care Operations (Scotland) Ltd, Cera Care Operations Ltd, Premier Care Ltd, Homecare 4U Ltd, Care Quality Services Ltd, Alpenbest Ltd and Apex Prime Care Ltd