



## **GENDER PAY GAP STATEMENT 2024**

As ICare Group 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. ICare had 780 employees at the time of the assessment. Typically in Health and Social Care, the sector is predominantly female based.

The data shows:

Difference in Mean Pay

-0.33% (*This means the average female employee earns slightly more than an average male employee*)

Difference in Median Pay

-2.13% (*At the median level, females earn more than males by 2.13%*)

Mean Bonus Gender Pay Gap

% Male

% Female

4.6%

7.8% (*This shows that more females receive a bonus than men. This is due to ICare having approximately 80% female staff*)

Median Bonus Gender Pay Gap

0% (*There is no median difference in bonus pay between males and females*)

Percentage who received a Bonus

% Male

% Female

0.89%

6.2%

Salary Quartiles

% Male

% Female

Upper hourly Pay Quartile

15.38%

84.62%

|                                  |        |        |
|----------------------------------|--------|--------|
| Upper Middle hourly Pay Quartile | 13.33% | 86.67% |
| Lower Middle hourly pay Quartile | 22.05% | 77.95% |
| Lower hourly pay Quartile        | 27.69% | 72.31% |
| Total                            | 19.62% | 80.38% |

(The quartile breakdown shows that a larger proportion of female employees occupy higher salary bands, particularly in the upper quartiles. This is due to the company being predominantly female based.

#### Summary from ICare Group Chairman – Stephen Emmanuel

The data shows that there is no Gender Pay Gap at ICare, in fact females on average earn more than males across ICare. This is due to a higher percentage of females (80.38%) within the company, especially given that the Health and Social Care sector is predominantly female.

ICare shows its commitment to appointing on merit, irrespective of gender or other demographic factors such as age, race, gender, marital status, sexual orientation, disability or religion and belief, and continues to prioritise equal pay, equal opportunities and fair treatment for all colleagues.

Despite the sector's traditionally female-dominated workforce, ICare ensures that female employees are not disadvantaged in terms of pay and opportunities. The negative pay gap figures (both mean and median) indicate that, on average, females are earning slightly more than their male counterparts and suggests that ICare is a strong advocate for **fair pay** and continues to support diversity and inclusion within its workplace.



Signed           STEPHEN EMMANUEL, CHAIRMAN