

# ICare (GB) Ltd Gender Pay Gap – Summary

## 1) Key gender pay gap figures

Metric	Result	What it means	Median bonus (Women)	Median bonus (Men)
Mean hourly pay gap	-2.6	Negative = women are paid more per hour on average (mean).	0%	0%
Median hourly pay gap	-0.84	Negative = women are paid more at the midpoint (median).		
Women receiving a bonus	3%	Proportion of women who received any bonus.		
Men receiving a bonus	2%	Proportion of men who received any bonus.		
Mean bonus pay gap	4.4%	Average (mean) bonus difference: positive means women receive less.		
Median bonus pay gap (women – men)	0%	0 means the typical (median) bonus is the same for women and men.		

## 2) Pay quartiles (gender mix by hourly pay band)

Quartile	Women	Men
Upper	85.9%	14.10%
Upper Middle	87.7%	12.30%
Lower Middle	77.3%	22.70%
Lower (lowest)	58.3%	41.70%

### 3) SUMMARY

- Hourly pay is close to parity. Both the mean and median hourly pay gaps are slightly in favour of women.
- Women are the majority of employees across all pay quartiles, including the highest-paid quartile.
- Bonus receipt is low overall. Women are slightly more likely than men to receive a bonus.
- When bonuses are paid, men receive higher bonuses on average (mean), but the typical (median) bonus amount is the same.
- A negative gap means women earn more than men on that measure; a positive gap means men earn more.