

Christadelphian Care Homes

Public Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This has involved us carrying out and publishing six calculations that show the difference between the average earnings of men and women in our organisation. Individual employees' data has not and will not be published.

As required by law, we have published our data within one calendar year of 5th April 2025 on both the relevant government website and our website. We will ensure that the results remain available on our website for 3 years.

Here is a link to our data on the government's website:

<https://gender-pay-gap.service.gov.uk/employers/16709/reporting-year-2025>

1) Difference in mean pay

Christadelphian Care Homes have 500 full-pay relevant employees, of whom 400 are female and 100 are male.

Mean female earnings are £14.40 per hour, and mean male earnings are £15.72 per hour.

The mean gender pay gap is the difference between men and women's average hourly earnings (£1.32) as a percentage of men's earnings, i.e. **8.42%**

2) Difference in median pay

Median hourly earnings for women are £13.41 per hour. Median hourly earnings for men are £13.55 per hour.

The median gender pay gap is the difference between men and women's median hourly earnings (14p) as a percentage of men's earnings, i.e. **1.02%**

3) Difference in mean bonus pay

In the 12 months to 5th April 2025:

- The mean bonus pay paid to all relevant male employees was £189.56
- The mean bonus pay paid to all relevant female employees was £249.63

Therefore, female employees received mean bonus pay of £60.07 more than male employees, giving a gender pay gap of **-31.69%**

4) Difference in median bonus pay

In the 12 months to 5th April 2025:

- The median bonus pay paid to all relevant female employees was £215.02
- The median bonus pay paid to all relevant male employees was £150.00

Therefore, female employees received median bonus pay of £65.02 more than male employees, giving a gender pay gap of **-43.35%**

5) Proportion of men and women who receive bonuses

Of our female employees in the 12 months to 5th April 2025, 11.91% were paid a bonus. Of our male employees in the same period, 6.73% were paid a bonus.

6) Number of men and women in each pay quartile:

	Male number	Female number	Male %	Female %
Upper hourly pay quartile	39	86	31%	69%
Upper middle hourly pay quartile	15	110	12%	88%
Lower middle hourly pay quartile	24	101	19%	81%
Lower hourly pay quartile	22	103	18%	82%