

MEADOWS CARE LIMITED - GENDER PAY GAP REPORT 2024/2025

From 6th of April 2017, all employers in the UK with a headcount of more than 250 staff are required by law to publish gender pay gap figures annually on their own website and to HM Revenue & Customs.

This is Meadows Care Limited's first gender pay gap report, and it is based on the snapshot date of 5 April 2025. Using the calculations required by the HMRC, the results are as follows: -

Our mean gender pay gap, when comparing hourly pay is -7.25%

This means that women's mean hourly pay is 7.25% higher than men's

Our median gender pay gap, when comparing hourly pay is -1.84%

This means that women's median hourly pay is 1.84% higher than men's

Our mean gender pay gap, when comparing bonus pay is 73.77%

This means that men's mean average bonus pay is 73.77% more than women's

Our median gender pay gap, when comparing bonus pay is 95%

This means that men's median average bonus pay is 95% more than women's

The proportion of male employees who receive bonus pay is 7.3%, and the proportion of female employees who received bonus pay is 16.3%

The percentage of males and females in each pay quartile in line with government guidance, based on hourly pay is as follows: -

Quartile	Males	Females
Upper	18.30%	81.70%
Upper Middle	26.80%	73.20%
Lower Middle	21.10%	78.90%
Lower Hourly	31%	69%

What are the explanations for any gaps?

The primary cause of our gender pay gap is that there are significantly more females than males employed across all quartiles, the male employees are in lower paid roles. The primary cause of the mean bonus gap is incentive based pay within certain roles that are predominantly male. Across the company, more women received bonuses than men within the period.

We confirm that the information in this statement is accurate.