

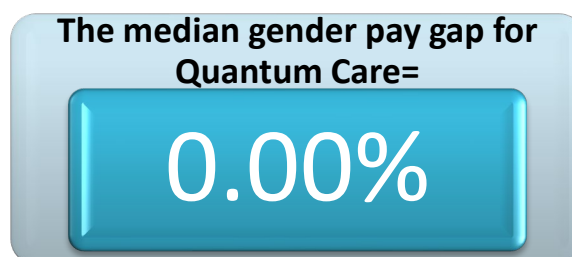
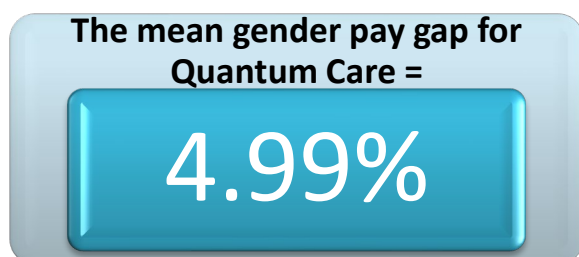


## **Gender Pay Gap Report 2023**

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

Quantum Care had a staffing establishment of 1,944 at the snapshot date of 5 April 2023. In common with the majority of residential care providers, a significant proportion of our workforce is made up of female staff with the proportions being: 86.8% women and 13.2% men.

In line with legislative requirements, the Quantum Care Gender Pay Gap report shows our median and mean gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2023. No bonuses were paid in the year to 5 April 2023.



The table below shows the proportion of males and females in each quartile pay band:

Quartile	Men	Women
Upper	15.2%	84.8%
Upper Middle	11.9%	88.1%
Lower Middle	13.0%	87.0%
Lower	12.6%	87.4%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



## **Commentary**

- The mean Gender Pay Gap at Quantum Care of 4.99% is lower than the UK Mean GPG of 12.3% (*gov.uk gender pay gap service April 2023*).
- The Median GPG at Quantum Care of 0.00% is also significantly lower than the Median GPG for the whole economy which is 9.1% (*gov.uk gender pay gap service April 2023*).
- There is an excellent representation of women at all levels throughout the Company, including at the most senior levels.
- We remain confident that there is no cause for concern over equal pay or gender pay gap for Quantum's staff who are occupying the same roles because pay for men and women in these roles is typically the same using fixed hourly rates.
- We believe that the reasons for our small (mean) gender pay gap is due to the fact that Quantum Care has an over representation of women in lower salaried roles and a larger representation of men in higher salaried roles.
- In addition, a number of head office roles reflect sector wide female representation and skills shortages in roles such as maintenance and facilities.

## **Actions to address the Gender Pay Gap at Quantum Care**

- We will continue to ensure that recruitment and promotion opportunities to all posts within the Company are equally available to women and men.
- We will continue to ensure that access to management development and fast track development programmes are equally accessible to both women and men throughout the Company to encourage all our staff to develop their careers within the Social Care sector.

I confirm that the information and data reported is accurate as of the snapshot date of 5 April 2023.

A handwritten signature in black ink that reads 'W. Spooner'.

Wanda Spooner  
**Director of HR and Training**



**Quantum Care**  
for care, not profit