



Quantum Care

Gender Pay Gap Report

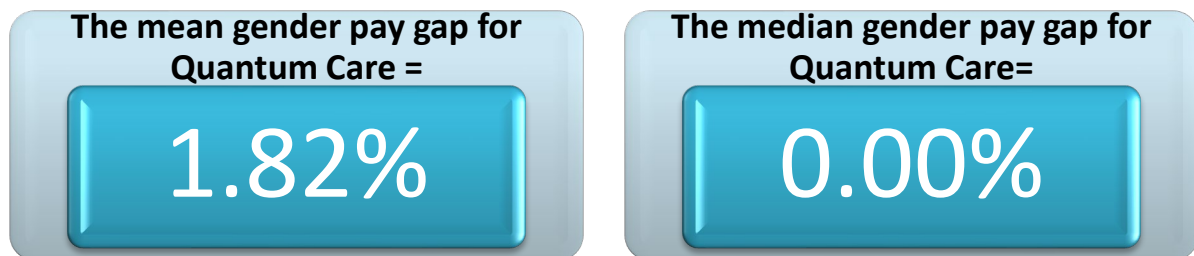
2024

Gender Pay Gap Report 2024

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 2,216 at the snapshot date of 5 April 2024. 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: 83.8% women and 16.2% 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 2024. No bonuses were paid in the year to 5 April 2024.



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

Quartile	Men	Women
Upper	14.8%	85.2%
Upper Middle	16.2%	83.8%
Lower Middle	17.7%	82.3%
Lower	15.9%	84.1%

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

- We are pleased to note that our median gender pay gap remains at the same level (0.0%) as the previous year 2023.
- We are pleased to note that our mean gender pay gap has been decreasing year on year since 2021 and is at its lowest level since our first report in 2018.
- The mean Gender Pay Gap at Quantum Care of 1.82% is lower than the UK Mean GPG of 13.1%
- 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 enable all of 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 2024.



Wanda Spooner
Director of HR and Training