



Gender Pay Gap Report

2020

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Overview

This report indicates Valorum Care Groups findings in relation to Gender Pay Gap Reporting.

At the snapshot date of 5th April 2020 there were 1723 colleagues within Valorum Care Group.

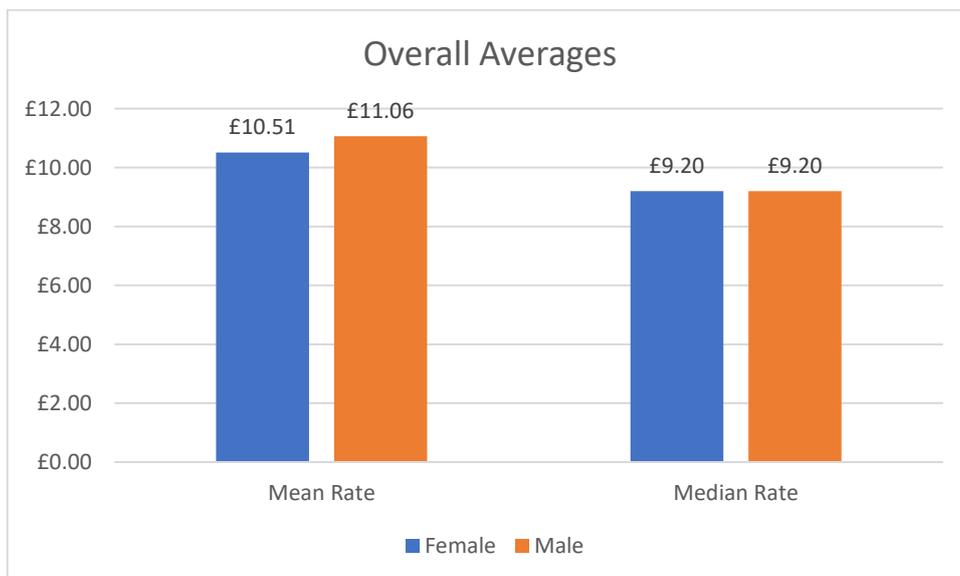
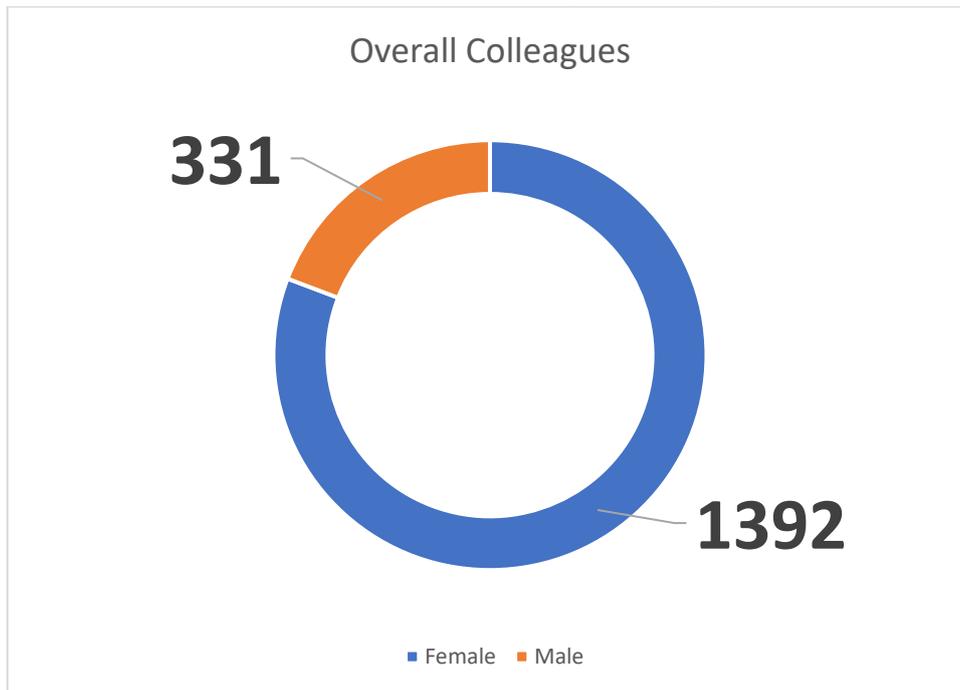
This report measures the Mean and Median hourly pay between Female and Male colleagues over 4 quartiles.

There is no bonus data eligible to be reported on for this time period.

I can confirm that the data in this report is accurate.

Jamie Smith HR Business Partner.

Valorum Care Group Findings



The Mean Gender Pay Gap

The difference in mean hourly rate of pay as a percentage of Female's pay is 5.23%, this is lower than the average pay gap in the UK which is reported at 6.5%. At Valorum Care Group, the mean difference is 0.55p per hour in comparison with the average of £1.65 per hour in the UK. (UK, 2020)

This does highlight a pay gap between our Female and Male colleagues, with Male colleagues on average receiving 5.23% more than Female colleagues. This is not a cause for concern as this is driven by the Female (80.79%) to Male (19.21%) split of the organisation

and during this year it was identified there was a higher ratio of Males in the SMT and above.

The Median Gender Pay Gap

The Median Gender Pay Gap at Valorum Care Group is 0%.

There is no difference in the Median hourly rate Female and Male colleagues receive.

Bonuses

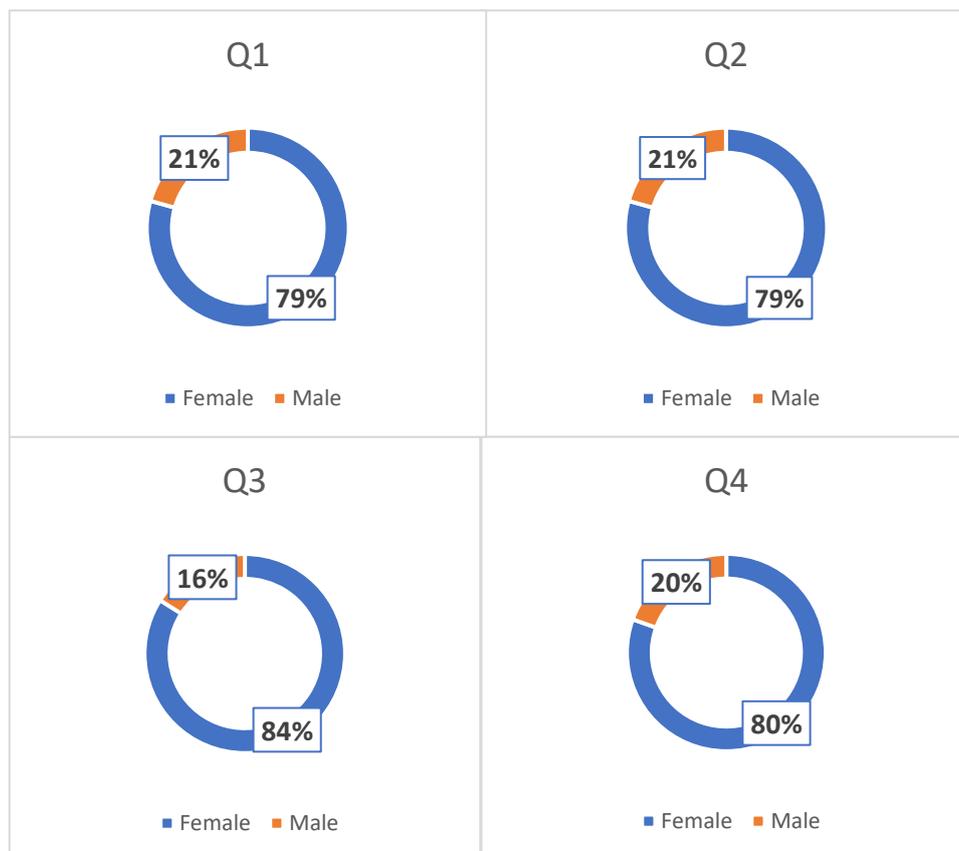
There are no bonuses for Female or Male colleagues to report.

The Quartiles

All colleagues were put in order of hourly rate of pay smallest to largest and split evenly.

1723 is not divisible by 4 as such the quartiles are as follows:

- Lower Quartile – 431 Colleagues,
- Lower Middle Quartile – 431 Colleagues,
- Upper Middle Quartile – 431 Colleagues,
- Upper Quartile – 430 Colleagues.



Action Plan

This is the first time Valorum Care Group has reported their Gender Pay Gap findings. There is no previous data to compare the organisation against.

Valorum Care Group is committed to reducing the Gender Pay Gap and intends to complete to following actions to facilitate this.

- Introduction of Agile Working Policy which allows existing and new Colleagues to work more flexibly than before.
- Utilisation of internal communications platform to share Group wide roles with all internal colleagues first.
- More targeted diverse Recruitment campaigns to increase diversity in the SMT and senior roles within the organisation.
- Improving Learning and Development through Secondment, Apprenticeships and on the job learning to internally develop our talent into leadership positions.
- Launch and deliver leadership workshops to ensure our managers have the right skills to progress in their careers.
- Full company benchmarking review of salaries and alignment to be completed where colleagues fall out of banding for their role.

References

UK, G. (2020, December 15). *DIT Gender Pay Gap*. Retrieved from Gov UK:
<https://www.gov.uk/government/publications/dit-gender-pay-gap-report-and-data-2019-to-2020/dit-gender-pay-gap-report-2019-to-2020#:~:text=The%202020%20mean%20gender%20pay,hourly%20difference%20is%20%C2%A34.04.>