



Knights Care Limited

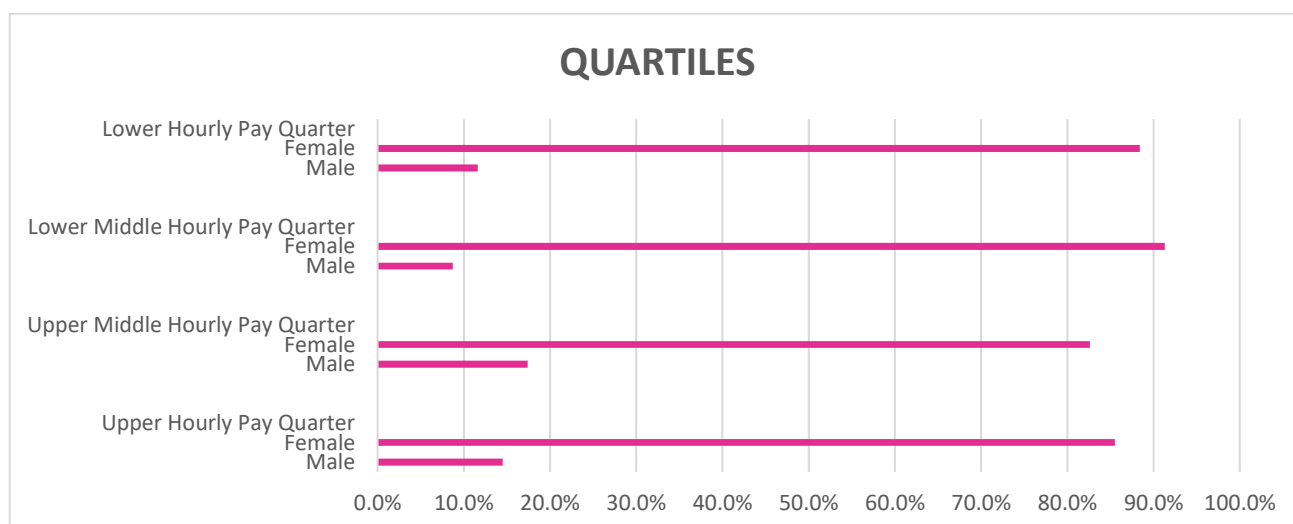
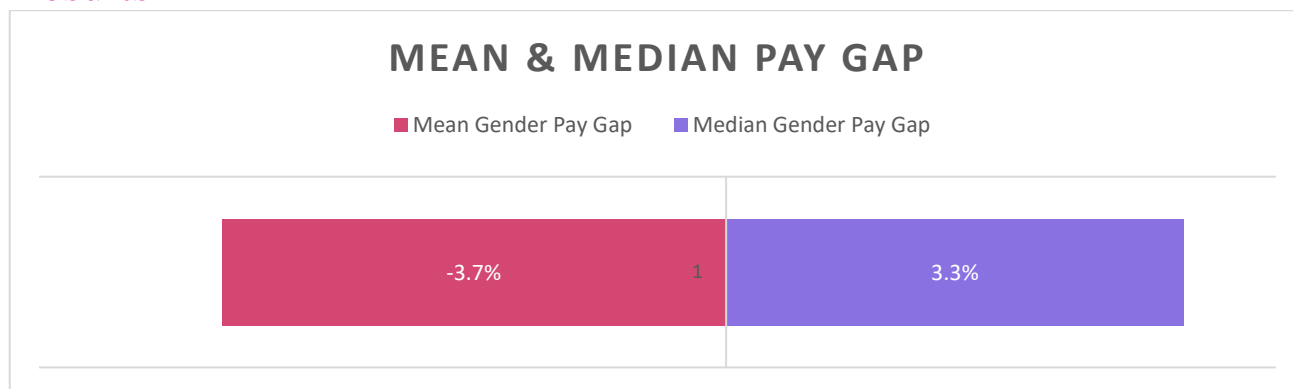
Gender Pay Gap Report 2022

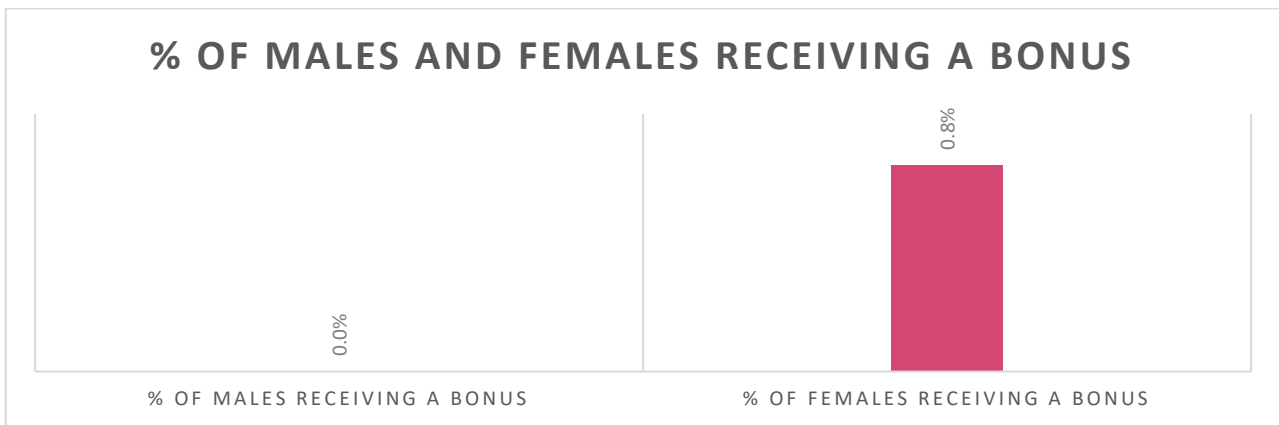
Under current legislation, UK employers employing more than 250 employees are required to calculate and publish data annually to show the difference in average earnings between male and female employees.

Analysis

- Mean gender pay gap
- Median gender pay gap
- Quartiles
- % Of Males and Females receiving a bonus

Results





Statement

Our gender pay gap data shows mixed results. A negative mean pay gap suggests we pay females, on average, more than males. However, when calculating the median pay gap, it suggests we pay males more. On both calculations the gap is small, national averages for mean and median pay gaps are currently 5.45% and 9.71% respectively.

No males received a bonus within this period, however 0.8% of females did receive a bonus. Due to 0% of males receiving a bonus, we have been unable to calculate both mean and median pay gaps using bonus pay, as advised by ACAS.

Knights Care Limited does not increase or decrease pay based on gender. Pay rates set are based on job role and locality. After reviewing the pay gap data, we are certain that both the negative and positive pay gaps result from males and females performing different roles disproportionately, and not because there are differences in pay between genders for the same role.

The data in this statement is accurate to the best of our knowledge and has been calculated using Government Equalities Office guidance.

Our published report can be found at

<https://gender-pay-gap.service.gov.uk/EmployerReport/SgsaaZMu/2022>

Nick Hutcheson,

Finance Director.