



# Knights Care Limited

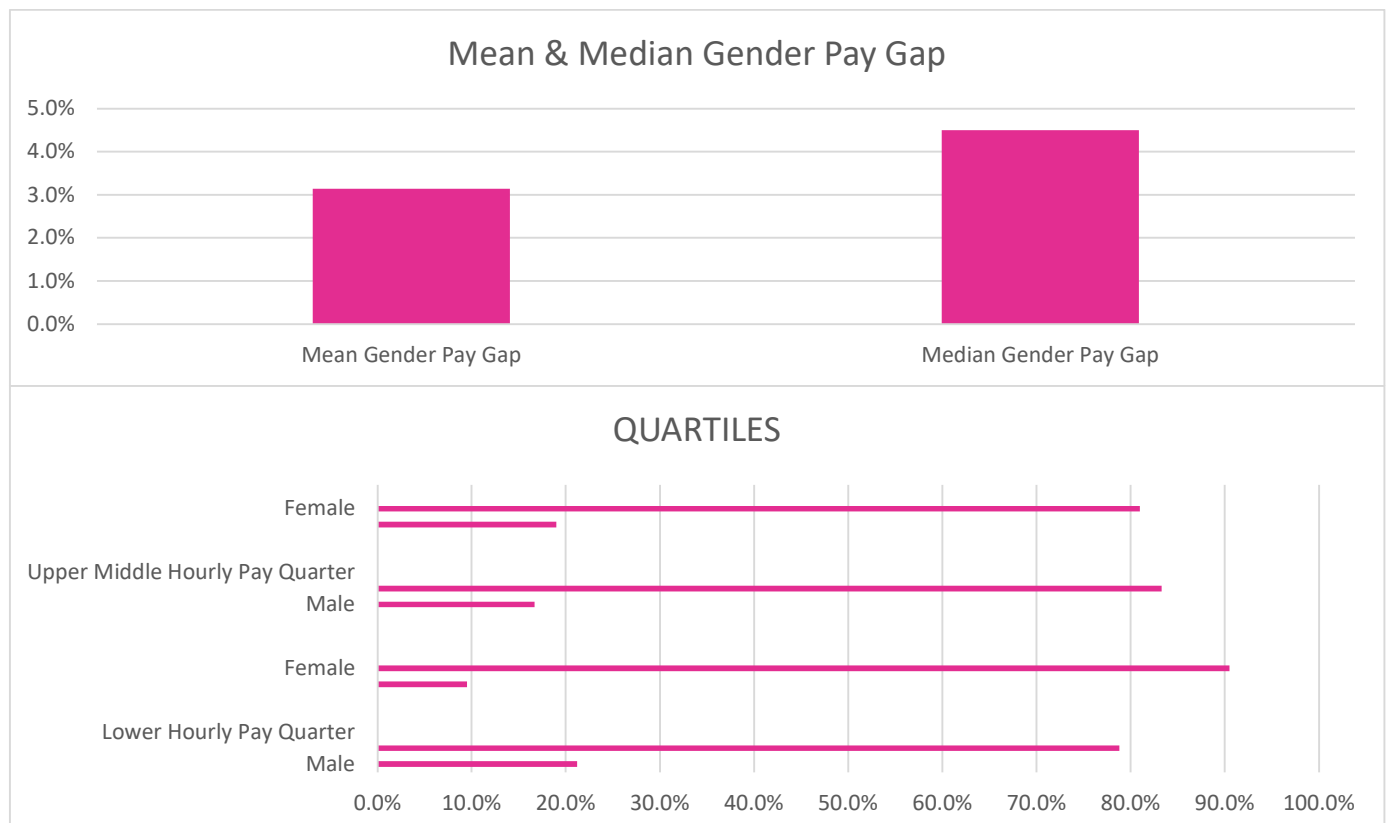
## Gender Pay Gap Report 2023

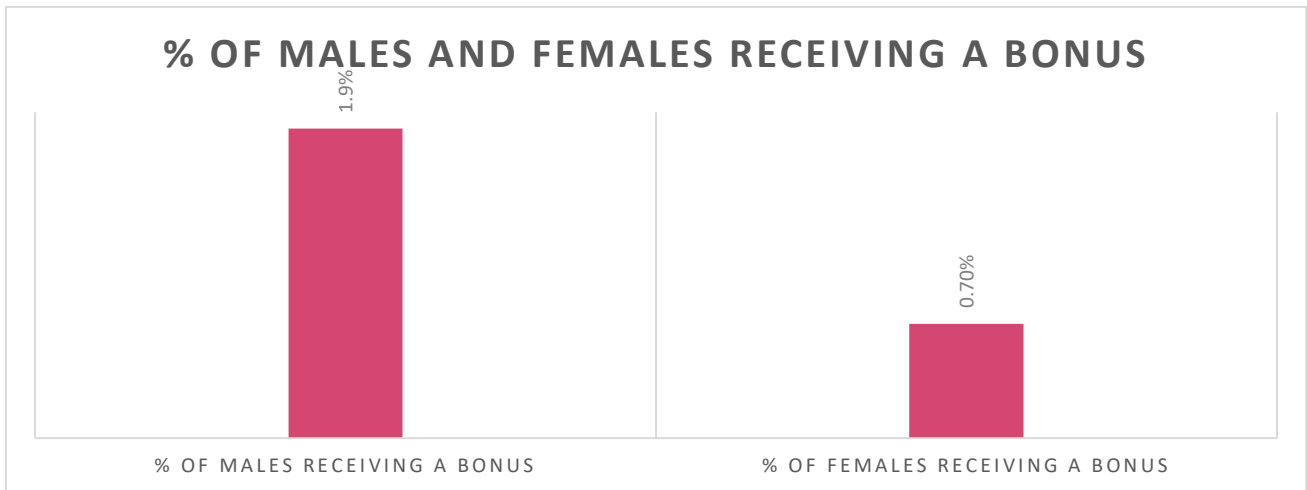
Under current legislation, UK employers employing more than 250 employees are required to calculate and publish data annually to show the difference in average earnings between male and female employees.

### 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. This year we have a very small mean and median gender pay gap, 3.1% & 4.5% respectively. National averages for mean and median pay gaps are currently 10.7% and 7.7% respectively.

1.9% males received a bonus within this period whilst 0.7% of females received a bonus. This is skewed by the fact that we have a lot more female employees than males. In terms of absolute numbers, twice as many females received a bonus compared to males. Female bonuses were also much higher. Both mean and median gender pay gaps for bonuses were -245.5%. This means that for every £1 in bonuses a male received, females received £3.46.

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/2023>

Nick Hutcheson,

Finance Director.