



# Knights Care Limited

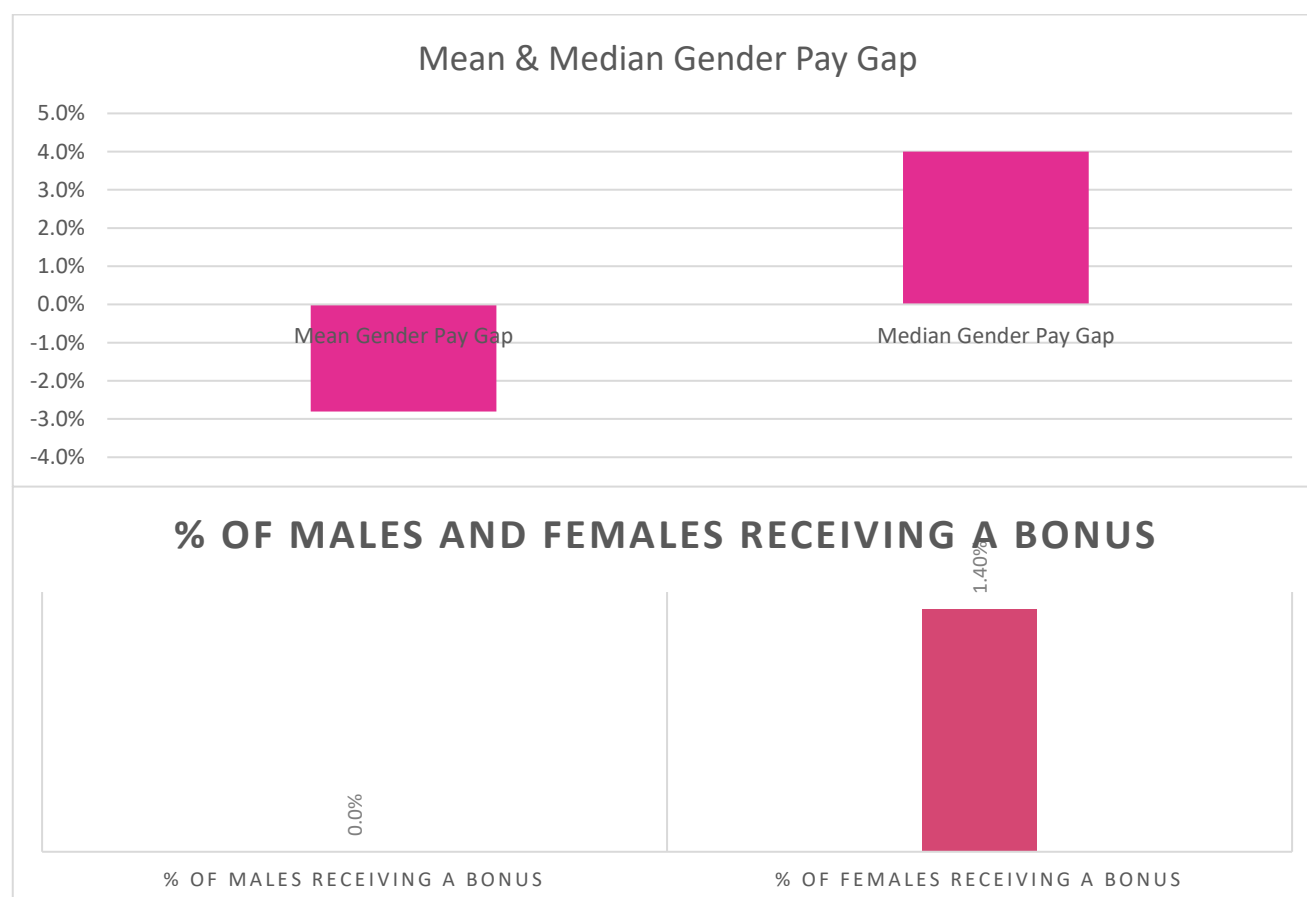
## Gender Pay Gap Report 2024

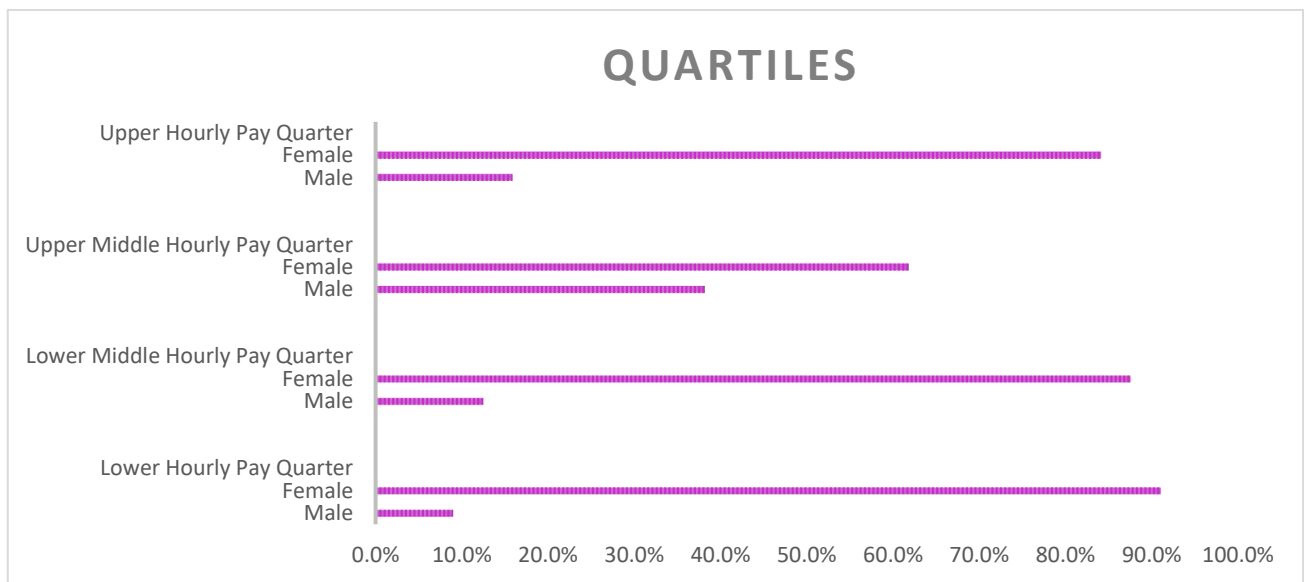
Under current legislation, UK employers employing more than 250 employees are required to calculate and publish data annually to show the difference in average earnings between male and female employees.

### Analysis

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

### Results





## Statement

Once again, our gender pay gap data shows mixed results. This year we have a negative gender pay gap when calculated as a mean average and a positive gender pay gap when calculated as a median average, -2.8% & 4.0% respectively. National averages for mean and median pay gaps are currently 6.9% and 4.4% respectively.

0.0% of males received a bonus within this period whilst 1.4% of females received a bonus.

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.