



Knights Care Limited

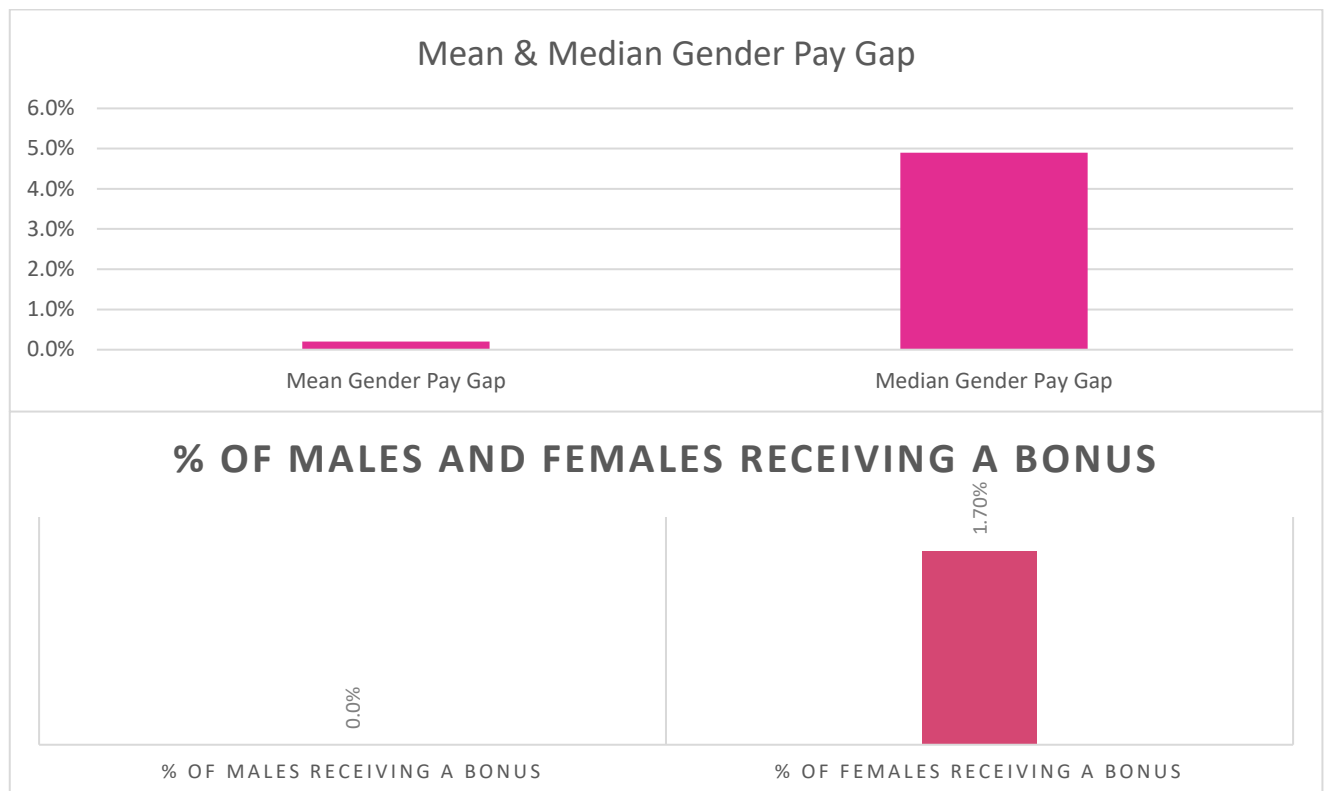
Gender Pay Gap Report 2025

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 continues to show that Knights Care does not have a significant gender pay gap. Mean and median pay gaps are 0.2% and 4.9% whilst national averages for median pay gap stands at 6.9% in 2025.

0.0% of males received a bonus within this period whilst 1.7% 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 the 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/employers/21579/reporting-year-2025>

Nick Hutcheson,

Finance Director.