ivolve
Care & Support

Gender Pay Gap Report

Tax year 2022 - 2023



www.ivolve.care

Pay Gap Report 2022 - 2023

About ivolve

We believe in equal opportunities for all current and future colleagues. We have a standardised approach to pay bandings for all our direct care colleagues, creating an equal, fair and transparent approach to pay.

We champion inclusive recruitment and will be further developing our approach to this over the coming 12 months.

We have clear routes in which to progress through experience, formal training, and continued professional development. These opportunities are available to all our colleagues, and in return we offer pay progression.

ivolve
Care & Support

KEY FACTS

4000+
Current colleagues

85%+
In 'Direct Care' roles

65%+
of all our colleagues are female

60%
of our board are female

70%+
of our Registered, Service and Supported Living Managers are female



20%
of all colleagues have 5 years service

(started pre Feb 2014)

5%
of all colleagues have 10 years service

(started pre Feb 2019)

Pay Gap Report 2022 - 2023

The gender pay gap explained

Gender Pay Gap Regulations in the UK require employers with greater than 250 employees to report their gender pay gap in line with specific criteria.

This report is based on data at April 2023.

The gender pay gap is different from ‘equal pay’. Equal pay is the difference in pay between men and women who carry out the same or similar jobs or jobs of equal value.

ivolve
Care & Support

What is a gender pay gap?

The gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do.

The gap can be impacted by a number of factors, including the number of men and women in all roles throughout the company. As a result of different jobs paying different rates and the number of men and women performing those jobs being variable – a gender pay gap may exist.

.

The gender pay gap explained

Median gender pay gap

The median shows the middle point of the group. If all colleagues within the company were lined up in a female and male line, in order of pay – the median pay gap is the difference between the hourly rate of pay for the woman in the middle compared with the hourly rate of pay for the man in the middle.



Mean pay gap

The mean gender pay is the difference between the average hourly rate of pay for women and men within a company.



Hourly Pay Gap

Women earn **£1 for every £1** that men earn when comparing median hourly pay. Their median hourly pay is **2.1%** higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is
0% higher than men's.

ivolve
Care & Support

The percentage of women in each quartile

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile

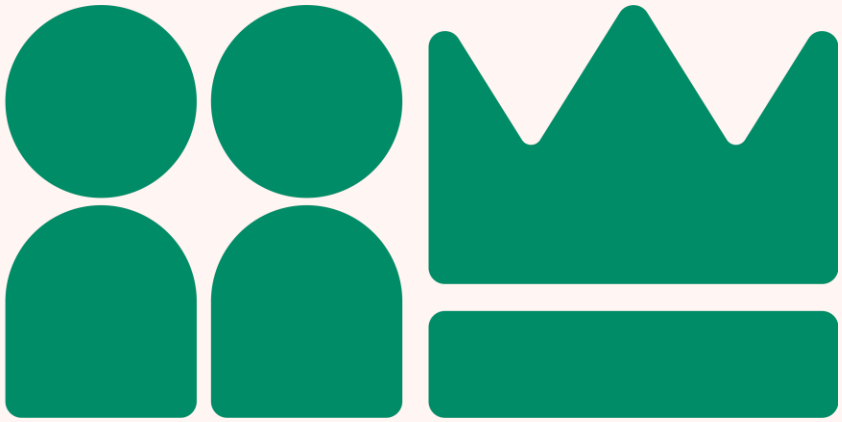


Lower hourly pay quartile (lowest paid)





www.ivolve.care



Bonus Pay Gap

Women earn **£1 for every £1** that men earn when comparing median hourly pay. Their median bonus pay is **0% lower** than men's. When comparing mean (average) hourly pay, women's mean bonus pay is **9.3% lower** than men's.

Who received bonus pay

7% of women
9% of men

ivolve
Care & Support





ivolve
Care & Support