
1. Main gender pay gap figures

Valorum Care Group records showed that:

- women earned 87p for every £1 that men earned (comparing median hourly pay)
- women made up 48.0% of employees in the highest paid quarter, and 50.0% of employees in the lowest paid quarter

2. Hourly pay

Valorum Care Group records showed that:

- women's median hourly pay was 12.8% lower than men's – this means they earned 87p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 87.2% lower than men's



3. Pay quarters

In Valorum Care Services, women made up:

- 48.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 71.3% of employees in the upper middle hourly pay quarter
- 87.2% of employees in the lower middle hourly pay quarter
- 50.0% of employees in the lower hourly pay quarter (lowest paid jobs)

Highest paid jobs

Women ↑ Men

In the upper hourly pay quarter (highest paid jobs):

48.0% women

52.0% men



In the upper middle hourly pay quarter:

71.3% women

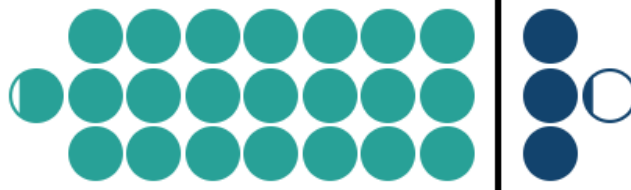
28.7% men



In the lower middle hourly pay quarter:

87.2% women

12.8% men



In the lower hourly pay quarter (lowest paid jobs):

50.0% women

50.0% men



Lowest paid jobs

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	48.0	52.0	100
	Percentage of all employees	12.0	13.0	25
Upper middle hourly pay quarter	Percentage in this pay quarter	71.3	28.7	100
	Percentage of all employees	17.8	7.2	25
Lower middle pay quarter	Percentage in this pay quarter	87.2	12.8	100
	Percentage of all employees	21.8	3.2	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	50.0	50.0	100
	Percentage of all employees	12.5	12.5	25
Totals		64.1	35.9	100

4. Bonus pay

In Valorum Care Group:

- 0.3% of women received bonus pay
- no men received bonus pay

5. About VALORUM CARE GROUP LIMITED

- **Registered address**
1 Hardman Street, Spinningfields, Manchester, Greater Manchester, United Kingdom, M3 3HF
- **Sector**
Human health and social work activities, Real estate activities
- **Snapshot date**
5 April 2022

- **Employee headcount**
1000 to 4999 employees
- **Person responsible**
Lucy McCree (Payroll Manager)