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## 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

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## 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



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## 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)

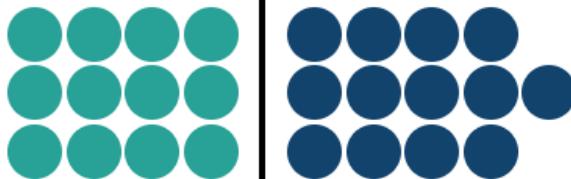
## Highest paid jobs

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

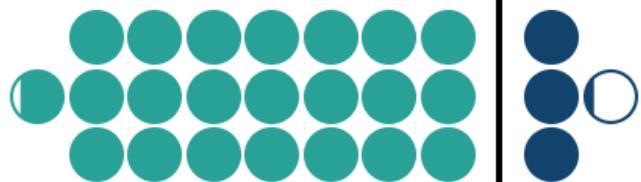
28.7% men



In the lower middle hourly pay quarter:

87.2% women

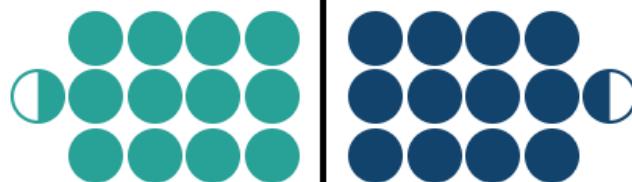
12.8% men



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

50.0% women

50.0% men



Lowest paid jobs

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