

---

## 1. Main gender pay gap figures

Valorum Care Group records showed that:

- women earned 70p for every £1 that men earned (comparing median hourly pay)
- women made up 70.0% of employees in the highest paid quarter, and 70.0% of employees in the lowest paid quarter

---

## 2. Hourly pay

Valorum Care Group records showed that:

- women's median hourly pay was 30.0% lower than men's – this means they earned 70p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 70.0% lower than men's



---

## 3. Pay quarters

In Valorum Care Services, women made up:

- 70.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 70.0% of employees in the upper middle hourly pay quarter
- 70.0% of employees in the lower middle hourly pay quarter
- 70.0% 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):

70.0% women

30.0% men



In the upper middle hourly pay quarter:

70.0% women

30.0% men



In the lower middle hourly pay quarter:

70.0% women

30.0% men



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

70.0% women

30.0% men



## Lowest paid jobs

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	70.0	30.0	100
	Percentage of all employees	17.5	7.5	25
Upper middle hourly pay quarter	Percentage in this pay quarter	70.0	30.0	100
	Percentage of all employees	17.5	7.5	25
Lower middle pay quarter	Percentage in this pay quarter	70.0	30.0	100
	Percentage of all employees	17.5	7.5	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	70.0	30.0	100
	Percentage of all employees	17.5	7.5	25
Totals		70.0	30.0	100

#### 4. Bonus pay

In Valorum Care Group:

- no bonuses were paid

---

#### 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 2023

- **Employee headcount**

1000 to 4999 employees

- **Person responsible**

Lucy McCree (Payroll Manager)

---