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## 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

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## 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



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## 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



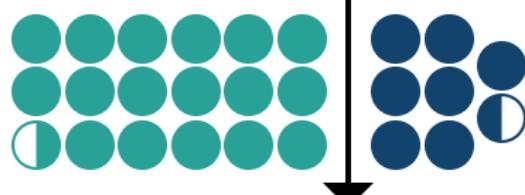
In the lower middle hourly pay quarter:

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 (%)
<b>Upper hourly pay quarter (highest paid)</b>	<b>Percentage in this pay quarter</b>	70.0	30.0	100
	<b>Percentage of all employees</b>	17.5	7.5	25
<b>Upper middle hourly pay quarter</b>	<b>Percentage in this pay quarter</b>	70.0	30.0	100
	<b>Percentage of all employees</b>	17.5	7.5	25
<b>Lower middle pay quarter</b>	<b>Percentage in this pay quarter</b>	70.0	30.0	100
	<b>Percentage of all employees</b>	17.5	7.5	25
<b>Lower hourly pay quarter (lowest paid)</b>	<b>Percentage in this pay quarter</b>	70.0	30.0	100
	<b>Percentage of all employees</b>	17.5	7.5	25
<b>Totals</b>		70.0	30.0	100

#### 4. Bonus pay

In Valorum Care Group:

- no bonuses were paid

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#### 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)

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