
1. Main gender pay gap figures

Valorum Care Group records showed that:

- women earned 30p for every £1 that men earned (comparing median hourly pay)
- women made up 30.0% of employees in the highest paid quarter, and 30.0% of employees in the lowest paid quarter
- 50.0% of women received bonus pay, compared with 50.0% of men
- women's bonus pay was 0.0% lower than men's (comparing median bonus pay)

2. Hourly pay

Valorum Care Group records showed that:

- women's median hourly pay was 70.0% lower than men's – this means they earned 30p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 30.0% lower than men's



3. Pay quarters

In Valorum Care Services, women made up:

- 30.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 30.0% of employees in the upper middle hourly pay quarter
- 30.0% of employees in the lower middle hourly pay quarter
- 30.0% 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):

30.0% women

70.0% men



In the upper middle hourly pay quarter:

30.0% women

70.0% men



In the lower middle hourly pay quarter:

30.0% women

70.0% men



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

30.0% women

70.0% men



Lowest paid jobs

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

4. Bonus pay

In Valorum Care Group:

- women's median bonus pay was 0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median bonus pay
- women's mean (average) bonus pay was 0% lower than men's
- 50.0% of women and 50.0% of 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)
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