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## 1. Main gender pay gap figures

Valorum Care Group records showed that:

- women earned £1.00 for every £1 that men earned (comparing median hourly pay)
- women made up 75.7% of employees in the highest paid quarter, and 79.1% of employees in the lowest paid quarter
- 0.0% of women received bonus pay, compared with 0.4% of men
- women's bonus pay was 100.0% lower than men's (comparing median bonus pay)

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## 2. Hourly pay

Valorum Care Group records showed that:

- women's median hourly pay was 0.0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 1.4% higher than men's



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## 3. Pay quarters

In Valorum Care Services, women made up:

- 75.7% of employees in the upper hourly pay quarter (highest paid jobs)
- 75.9% of employees in the upper middle hourly pay quarter
- 79.1% of employees in the lower middle hourly pay quarter
- 79.1% 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):

75.7% women

24.3% men



In the upper middle hourly pay quarter:

75.9% women

24.1% men



In the lower middle hourly pay quarter:

79.1% women

20.9% men



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

79.1% women

20.9% men



## Lowest paid jobs

Each ● represents 1% of the employees in this organisation

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	75.7	24.3	100
	Percentage of all employees	18.9	6.1	25
Upper middle hourly pay quarter	Percentage in this pay quarter	75.9	24.1	100
	Percentage of all employees	19.0	6.0	25
Lower middle pay quarter	Percentage in this pay quarter	79.1	20.9	100
	Percentage of all employees	19.8	5.2	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	79.1	20.9	100
	Percentage of all employees	19.8	5.2	25
Totals		77.5	22.6	100

#### 4. Bonus pay

In Valorum Care Group:

- no women received bonus pay
- 0.4% 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**

500 to 999 employees

- **Person responsible**

Lucy McCree (Payroll Manager)

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