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## 1. Main gender pay gap figures

Valorum Care Group records showed that:

- women earned 100p for every £1 that men earned (comparing median hourly pay)
- women made up 72.0% of employees in the highest paid quarter, and 76.0% of employees in the lowest paid quarter
- 2.8% of women received bonus pay, compared with 0.7% of men
- women's bonus pay was 0.0% 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 0.1% lower than men's – this means they earned 100p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 2.5% higher than men's



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## 3. Pay quarters

In Valorum Care Services, women made up:

- 72.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 70.0% of employees in the upper middle hourly pay quarter
- 74.0% of employees in the lower middle hourly pay quarter
- 76.0% 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):

72.0% women | 28.0% men



In the upper middle hourly pay quarter:

70.0% women | 30.0% men



In the lower middle hourly pay quarter:

74.0% women | 26.0% men



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

76.0% women | 24.0% men



**Lowest paid jobs**

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	72.0	28.0	100
	Percentage of all employees	18.0	7.0	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	74.0	26.0	100
	Percentage of all employees	18.5	6.5	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	76.0	24.0	100
	Percentage of all employees	19.0	6.0	25
<b>Totals</b>		73.0	27.0	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 13% higher than men's
- 2.8% of women and 0.7% 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 2025
  - **Employee headcount**  
1000 to 4999 employees
  - **Person responsible**  
Eleftheria Fyrogeni (HR Director)
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