

Gender Pay Gap Report

Tax year 2023 – 2024

Heathcotes M Limited



About involve



GROUP KEY FACTS



4000+

Workforce (colleagues
and bank workers)

85.5%+

In 'Direct Care' roles

66%+

of all our colleagues
are female

50%

of our executive
committee are
female



77%+

of our Registered, Service
and Supported Living
Managers are female



21%

of all colleagues
have **5 years**
service

(started pre-March 2020)

5%

of all colleagues
have **10 years**
service

(started pre-March 2015)

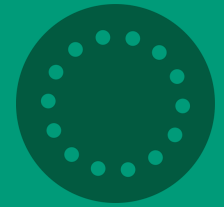


The gender pay gap explained

Gender Pay Gap Regulations in the UK require employers with greater than 250 employees to report their gender pay gap in line with specific criteria.

This report is based on data as of April 2024 for Heathcotes M Limited, which is one legal entity that falls under involve.

The gender pay gap is different from 'equal pay'. Equal pay is the difference in pay between men and women who carry out the same or similar jobs or jobs of equal value.



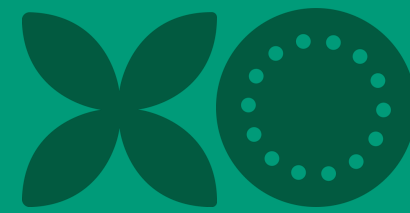
What is a gender pay gap?

The gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do.

The gap can be impacted by several factors, including the number of men and women in all roles throughout the company. As a result of different jobs paying different rates and the number of men and women performing those jobs being variable – a gender pay gap may exist.



The gender pay gap explained



Median gender pay gap

The median shows the middle point of the group. If all colleagues within the company were lined up in a female and male line, in order of pay – the median pay gap is the difference between the hourly rate of pay for the woman in the middle compared with the hourly rate of pay for the man in the middle.



Mean pay gap

The mean gender pay is the difference between the average hourly rate of pay for women and men within a company.



Hourly Pay Gap

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Women earn **£1 for every £1** that men earn when comparing median hourly pay. Their median hourly pay is no different to men's. When comparing mean (average) hourly pay, women's mean hourly pay is 2.9% higher than men's.



The gender percentage in each quartile

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Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lower hourly pay quartile (lowest paid)



WOMEN

MEN



Bonus Pay Gap

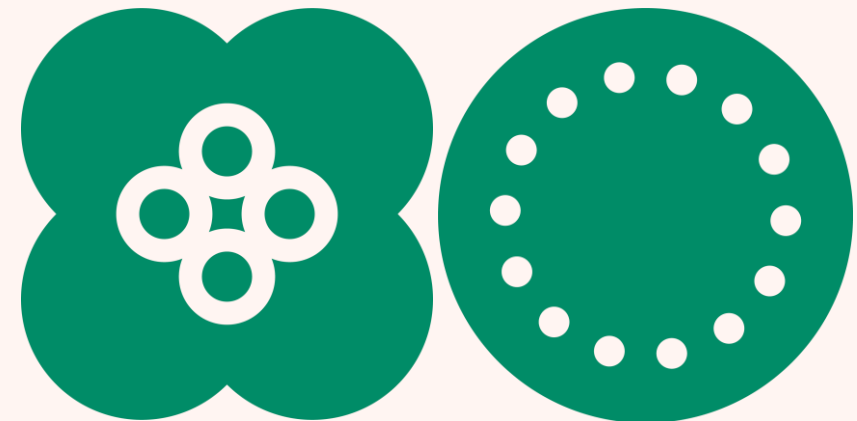
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Who received bonus pay

5% of women

3% of men

Women's median bonus pay is 20% lower than men's. When comparing mean (average) hourly pay, women's mean bonus pay is 1.1% lower than men's.



Our Pledge

We believe in equal opportunities for all current and future colleagues. We have a standardised approach to pay bandings for all our direct care colleagues, creating an equal, fair and transparent approach to pay.

We have clear routes in which to progress through experience, formal training, and continued professional development. These opportunities are available to all our colleagues, and in return we offer pay progression.

We believe in inclusive recruitment and will be further developing our approach to this over the coming months. We will be enhancing recruitment practices based upon competencies and demonstratable experience, promoting a fair approach to all opportunities and pay.

Tim Davies – Chief Executive Officer



Neil Robinson – Chief Finance Officer



involve 
Care & Support

