

Gender Pay Gap Report

Snapshot 5th April 2023

This report incorporates Cera Care Group of Entities





Cera Care Ltd

Cera Care has a number of operating companies within the UK

We are reporting, as required on our legal entities with more than 250 employees, namely Cera Homecare Ltd, Cera Care Operations (Scotland) Ltd, Cera Care Operations Ltd, Cera Care Technology Ltd, Cera Care Central Ltd, Gemcare South West Ltd, Premier Care Ltd, Homecare 4U Ltd, Mediline Homecare Ltd



Our 2023 Results

Percentage of all our Workforce:

21% of our colleagues are Male and 79% are Female

(Our Male population has seen an decrease of almost 5%. This factor is due to our headcount of carers increasing which are predominantly female workers)

Difference between Men and Women

Pay	Mean	Median
	22.8%	18.6%
Bonus	Mean	Median
	0%	0%



Pay Quartiles

What are the pay quartiles?

Quartiles are the pay rates for all our employees- from the lowest hourly rate to the highest, by gender.

Employees are split equally into 4 groups

	Male	Female
Upper	34.6%	65.4%
Upper Middle	22.4%	77.6%
Lower	13.7%	86.3%
Lower Middle	13.8%	86.2%



Why the Gap?

We continue to be fully committed in improving the gender diversity in our business. As a healthcare provider offering flexible, part time working opportunities, our workforce continues to be predominantly women.

We have seen significant increase in our male population and It is important that more males get into caring to represent the wider community they are caring for rather than the minority. Statistically the number of Men that make up the Care workforce as at April 2023 is only 18%

Gender equality is really important to us and we continue to look at ways to increase our male workforce, especially on the front line



What are we doing to address our Gender Pay Gap?

- We have reviewed our family friendly policies and all employees were offered fair and consistent benefits. All our workforce have access to our enhance Maternity and Paternity pay
- We continue to ensure that all opportunities and career advertising promotes equality
- Continue to develop, training programmes and courses for all employees
- Continue to review our compensation model to ensure fairness and consistency across the group

All information supplied has been verified by Annabel Nash, Chief People Officer