

**Carr Gomm  
Gender Pay Gap Report  
2024/2025**

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### 1. Foreword

I am pleased to introduce the 2024/25 Gender Pay Gap Report for Carr Gomm and pleased to confirm that we do not have a significant pay gap between men and women.

However, pay equality is just one part of our commitment to Equality, Diversity, and Inclusion, which underpins our values, our care and who we are as an organisation.

Our colleagues work tirelessly to transform the lives of people we support, and we are committed to ensuring an equality of opportunity in the workplace, regardless of an individual's gender, sexual orientation, gender reassignment, disability, age, race, religion or belief, marriage and civil partnership, pregnancy, and maternity.

**Lucy Wren**



**Chief Executive**

## **2. Gender Pay Gap and Equal Pay**

As Carr Gomm has over 250 employees, we are required by Government Regulations to publish details of our gender pay gap. This data is depicted as a snapshot of all colleagues at the end of Q4 2024/2025. For the purposes of this report, the snapshot encapsulates data from colleagues employed at Carr Gomm on 05 April 2024.

The differences between Gender Pay Gap and Equal Pay are imperative when understanding the Gender Pay Gap analysis. By analysing the Gender Pay Gap, the difference in average earnings between women and men can be examined as collective entities of data. Therefore, an emphasis on cultural and structural inequalities within an organisation can be depicted, as opposed to a focus on *“equal pay for equal jobs”*.

Reporting remains vital for the following reasons<sup>1</sup> :

1. To show commitment to achieve gender equality.
2. To maintain continuity in the reported data
3. To assess the effectiveness of action plans implemented to reduce gaps.
4. To maintain an open approach to pay management.
5. To recognise the trends towards greater pay transparency
6. To continue to acknowledge the benefits of closing the gender pay gap.
7. To address the unequal impact of socio-economic issues, such as COVID, on earnings
8. To respond to the growing focus on environmental, social and governance issues

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<sup>1</sup> CIPD – Gender Pay Gap reporting and the COVID-19 Pandemic - [https://www.cipd.co.uk/Images/gender-pay-gap-reporting-guide\\_tcm18-107746.pdf](https://www.cipd.co.uk/Images/gender-pay-gap-reporting-guide_tcm18-107746.pdf).

### 3. Summary of Data

#### 3.1 Gender Pay Gap

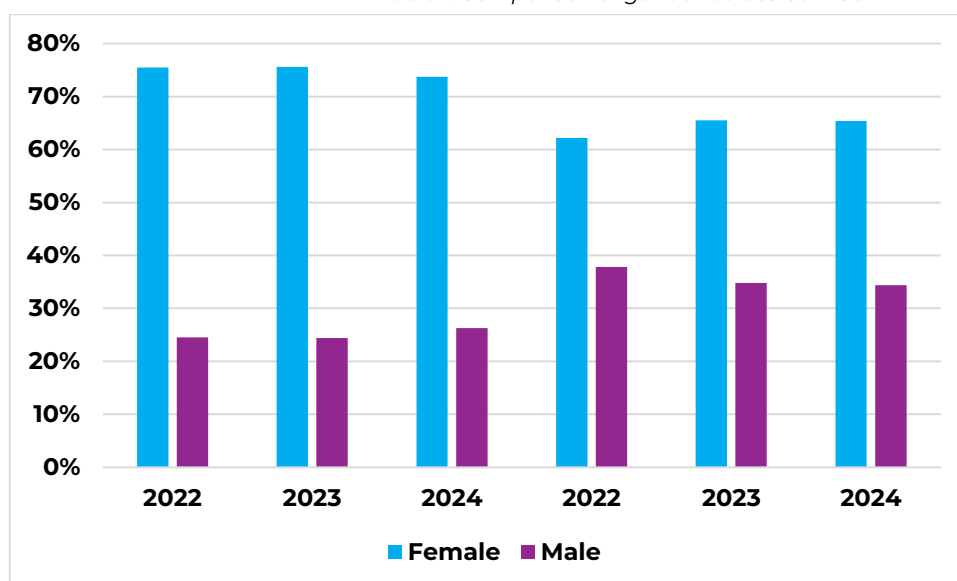
The data below depicts a “snapshot” of Carr Gomm employees, who were employed on 05 April 2024, as a representation of the start of Q1 figures.

Carr Gomm comprises of 854 women and 304 men, with 314 women and 165 men qualifying as ‘total relevant employees’ (full-time employees) as outlined by the Government Equalities Office (see table 1). This means that Carr Gomm’s workforce is 73.7% women and 26.3% male, whilst full-time employees equate to 65.6% women and 34.4% men. There are no significant changes to the percentages when compared to the 2024 GPG report, although it is interesting to note that a trend across years show the percentage gap between men and women (both total workforce, and total relevant employees) is closing (see graph 1).

The female: male ratio equates at 1:0.35; per each female colleague, Carr Gomm has 0.35 male colleagues. Whilst the total relevant employee, female: male ratio equates to 1:0.5. We can note here that a higher percentage of women remain in part-time, or relief roles compared to men. There are no changes to the ratios when compared to 2023 resulting in a trend from previous years.

	<b>Total Employees April 2024</b>		<b>Total Relevant Employees April 2024</b>	
<b>Females</b>	854	73.7%	314	65.6%
<b>Males</b>	304	26.3%	165	34.4%
<b>Organisation Total</b>	<b>1158</b>		<b>479</b>	

Table 1. Comparison of gender across Carr Gomm

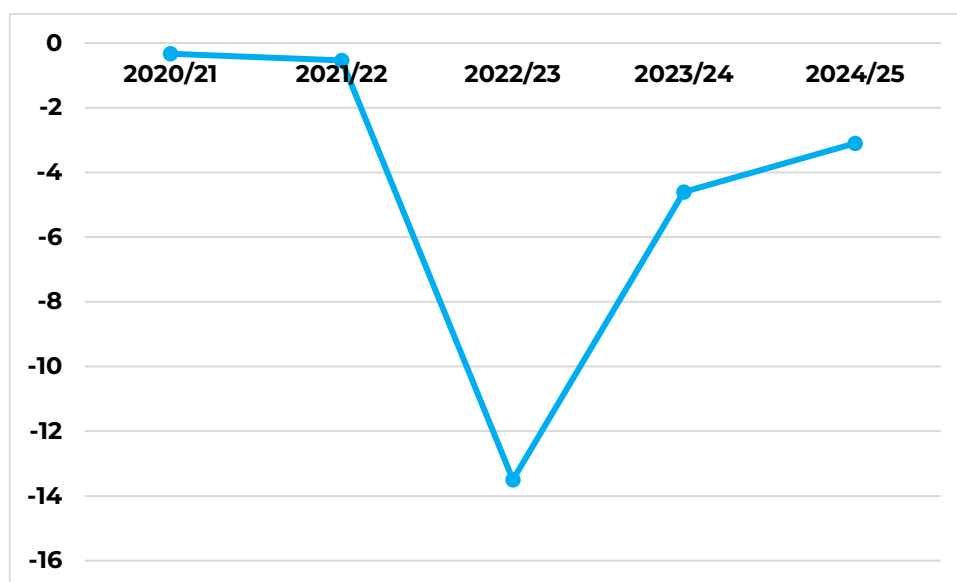


Graph 1. Comparison of gender split across 2022 - 2024

The analysis depicts that Carr Gomm's mean gender gap is -3.1% whilst the median gender pay gap is -2.9% calculated using total relevant employees. This is expressed as a percentage of male colleagues' earnings (see table 2). As a result, women's mean hourly rate is 3.1% higher than men's hourly rate. When broken down further, women earn £1 for every £0.97 that men earn. This is likely due to several reasons, mainly:

- Carr Gomm has more female colleagues (both relevant, and total employees) in management positions, thus receiving a higher salary.
- Carr Gomm's practitioners are paid on a scale (SP1, SP2 and SP3) which is a result of qualification (SVQ) and experience within the care sector, more women than men are on the SP2 and SP3 scales.

However, it can be concluded that this gap has continued to close over the years (see graph 2).



Graph 2. Comparison of GPG across 2020/21- 2024/25

Male hourly rate is 2.84% lower than the female hourly rate. This means that, when comparing median hourly rates, women earn more than men. This shows there has been a change in the percentage of men and women in each hourly pay quarter (see table 4).

<b><u>FT Female Mean</u></b>	<b><u>£13.04</u></b>	<b><u>FT Mean Gender Pay Gap</u></b>	<b><u>-3.1%</u></b>
<b><u>FT Male Mean</u></b>	<b><u>£12.67</u></b>		
<b><u>FT Female Median</u></b>	<b><u>£14.26</u></b>	<b><u>FT Median Gender Pay Gap</u></b>	<b><u>-2.9%</u></b>
<b><u>FT Male Median</u></b>	<b><u>£13.86</u></b>		

Table 2. Comparison of mean and median gender pay gap 2024/25

Extending beyond the *median* and *mean* hourly pay; it is important to note overall *median* and *mean* salaries when compared to full-time employees, or *total relevant employees* (see table 3), by gender.

2024/2025	Full-Time Female	Full-Time Male	Full-Time Total
<b>Median Salary (£)</b>	25,494.02	24,772.49	25,494.02
<b>Mean Salary (£)</b>	27,707.43	26,873.00	27,419.99

Table 3. Comparison of mean and median annual salary of total 'relevant' employees 2024/25

### 3.2 Gender Bonus Gap

Carr Gomm does not offer a bonus system, or additional management allowances. Therefore, there is no data to depict the difference between the full time equivalent average bonuses of men and women.

### 3.3 Quartiles

When analysing the data, it is vital to fully understand any disproportionate differences in pay when observing pay quartiles (see table 4 and table 5). The table below highlights gender population by quartile, when observing Carr Gomm's organisational pay structure.

	Quartile Gender Population (total relevant employees) 2024/2025				Population Total
	Female		Male		
All	314	65.6%	165	34.4%	479
Upper Quartile	85	70.8%	35	29.2%	120
Upper Middle Quartile	79	65.8%	41	34.2%	120
Lower Middle Quartile	81	67.5%	39	32.5%	120
Lower Quartile	69	58.0%	50	42.0%	119

Table 4. Gender comparisons of quartile pay brackets for total relevant employees– 2024/2025

	Quartile Gender Population (total Carr Gomm employees) 2024/2025				Population Total
	Female		Male		
All	854	73.7%	304	26.3%	1158
Upper Quartile	208	71.7%	82	28.3%	290
Upper Middle Quartile	198	68.5%	91	31.4%	289
Lower Middle Quartile	238	82.1%	52	17.9%	290
Lower Quartile	211	73.1%	78	26.9%	289

Table 5. Gender comparisons of quartile pay brackets for all employees – 2024/25

### 3.4 Comparisons; National and Industry

When comparing to the Office of National Statistics, there are some inferences we can make:

- The 2023 UK GPG showed a gap of 7.0% which has declined from 8.3% in 2022 and 7.5% in 2023. Trends continue to show that the GPG is declining; over the past decade it has fallen by  $\frac{1}{4}$  in relation to “*relevant employees*”<sup>2</sup> and “*total employees*”<sup>2</sup>.
- Scotland continues to remain ahead of the UK averages, with the 2024 GPG equating to 2.2%, compared to 7% across the UK. Scotland’s GPG widened from 1.4% in 2023, due to men’s hourly earnings increasing at a faster rate than women’s.
- The gender pay gap was at its lowest in health and social care organisations, alongside leisure and other service occupations.
- UK care workers and home carers who identify as women earn, on average, £12.70 per hour compared to those who identify as men who earn, on average, £12.59. This means that women earn 0.9% more, on average, than men.
- Compared to Carr Gomm, in April 2024 (when the data was captured), those support practitioners who identified as women earned £24,050.96 - £25,494.02 per annum (pro rata) which is based on qualification and experience rather than gender.
- Full-time colleagues who identify as women earned, on average, £12.66 per hour compared to those who identify as men who earned, on average, £12.61 per hour resulting in women earning 0.4% more (as a percentage difference) based on qualifications and experience. This gap has significantly reduced from 2023 (4.1%).
- Between 2022 and 2023, Scotland reported the highest decrease in the share of female-led companies among all Home Nations. Carr Gomm remains female led with a female CE plus an equal balance of gender within the executive team.

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<sup>2</sup> ONS – Employment and Labour Market -

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024#pay-differences-between-men-and-women>

#### **4. Additional Commentary**

The GPG is calculated using full time employee data (excluding overtime).

GPG is a measurement of percentage difference between men and women's median hourly earnings across the organisation – not a measure of the difference in pay between men and women doing the same job.

The quartile figures demonstrate that we have more women than men across all four quartiles and this can perhaps be explained due to the sector that we are in and the prevalence of women in roles across the board. When shown as a percentage, the gender split is mostly consistent.

Carr Gomm is committed to equality as demonstrated by our pay policies which ensure that we pay employees equally for the same or equivalent work regardless of their sex (or any other protected characteristic as defined in the Equality Act 2010). However, the gender pay gap exercise is not just about equal pay, but it is also about the commitment to making sure that any cultural and or structural inequalities, which can exist in organisations, are identified, and addressed.



## 5. Actions

Whilst Carr Gomm shows a Gender Pay Gap of -3.1, this figure has decreased since 2023/24 report by 1.5%. Women continue to be paid more per hour than men but the hourly rate for men has increased at a quicker rate and as a result has closed the difference. Although Carr Gomm are either in line, or significantly above average regarding the statistics provided by the ONS, there remains a gap. This can be attributed to several factors, including:

- The workforce is predominantly female which means that the greater number of qualified workers are women who as a result will be receiving an enhanced pay rate.
- In Carr Gomm, there are 46 full-time women in “management” positions from service manager to chief executive, compared to 16 full-time men.

Carr Gomm’s aim is to create, promote and encourage equality so that the *mean* percentage difference continues to narrow closer to 0%. The strategies in place have proven to do so given the continuous change since the 2023/2024 report. Carr Gomm will continue to review processes and practices to ensure that we remain inclusive, including:

- Identifying and reporting on nationality and ethnicity data to identify the effects of these factors on the Gender Pay Gap, and what measures need to be implemented to reduce any negative effects.
- Identify any gender specific benefits to highlight the benefits of these; for example, encourage shared parental leave and review family leave entitlement.
- Continuing to offer opportunities for career development and progression
- Continue to encourage individuals to obtain an SVQ, in line with SSSC registration, to increase hourly rates.