

Our Gender pay gap reporting 2025

At CareTech our aim is to create genuine equality of opportunity regardless of gender, age, sexual orientation, ethnicity, socio-economic background and disability. We appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability, religion, and belief.

We recognise nonetheless that some groups are under-represented within the organisation and we are committed to ensuring that our workforce reflects the composition of the communities within which we operate.

This is a commitment that begins at Executive Team level and flows throughout our organisation. At CareTech we are not afraid to challenge ourselves or established ways of thinking. It is important to set ourselves ambitious targets which will drive positive change, not just within our organisation but within the sector as a whole.

Background

From 6 April 2017 employers in Great Britain with more than 250 staff are required by law to publish gender pay gap figures annually on their own website and on a government website, specifically:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

Pay reporting for the 2024/2025 reporting year is based on the month including the snapshot date of 5 April (i.e. 5 April 2024). Bonus reporting is based on the 12 months preceding each snapshot date (i.e. 6 April 2023 to 5 April 2024).

What is the gender pay gap?

The gender pay gap measures the difference between average hourly earnings (including overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

CareTech is committed to the principles of the Equality Act 2010 and its related legislation.

What are our legal obligations?

CareTech is obliged to report on the gender pay gap of any company with more than 250 employees. For 2024/2025, this applies to:

- Cambian Asperger Syndrome Services Limited
- Cambian Autism Services Limited
- Cambian Childcare Limited
- Cambian Group Holdings Limited
- Cambian Whinfell School Limited
- Caretech Community Services (No 2) Ltd
- Caretech Community Services Ltd
- Coveberry Limited
- Lonsdale Midlands Ltd
- Oakleaf Care (Hartwell) Ltd

- Selborne Care Ltd
- Spark of Genius Training Ltd
- Valeo Limited.

CareTech as an organisation believes in transparency and as such we welcome the opportunity to present our gender pay gap report across our group.

What is our position?

Mean and Median by Entity

Legal Entity	Mean Gender pay gap	Median Gender pay Gap	Mean Bonus Gap	Median Bonus gap	Male Bonus	Female Bonus
Cambian Asperger Syndrome Services Limited	0.70%	0.99%	-62.17%	-27.56%	2.32%	3.81%
Cambian Autism Services Limited	-1.53%	-1.63%	-31.30%	0.00%	4.42%	6.71%
Cambian Childcare Limited	-3.30%	3.09%	-1.11%	0.00%	2.26%	2.36%
Cambian Group Holdings Limited	2.23%	-6.64%	65.80%	89.76%	13.76%	6.27%
Cambian Whinfall School Limited	-5.15%	-6.03%	-47.86%	-100.00%	1.76%	2.63%
Caretech Community Services (No 2) Ltd	0.23%	0.00%	-100.00%	-100.00%	0.00%	4.40%
Caretech Community Services Ltd	5.07%	0.60%	76.33%	75.14%	15.02%	4.99%
Coveberry Limited	-7.38%	0.00%	100.00%	100.00%	7.28%	0.00%
Lonsdale Midlands Ltd	-3.17%	0.00%	-44.25%	-26.45%	1.81%	2.84%
Oakleaf Care (Hartwell) Ltd	-3.00%	0.75%	1.44%	0.00%	5.25%	5.07%
Selborne Care Ltd	-1.65%	-3.02%	6.25%	25.00%	3.05%	2.99%
Spark of Genius Training Ltd	-9.40%	7.89%	-34.23%	0.00%	1.15%	1.82%
Valeo Limited	-1.73%	0.00%	-44.72%	0.00%	2.38%	3.54%

Quartile by Entity

Legal Entity	Upper		Upper middle		Lower middle		Lower	
	Male	Female	Male	Female	Male	Female	Male	Female
Cambian Asperger Syndrome Services Limited	27.69%	72.31%	30.77%	69.23%	26.56%	73.44%	29.23%	70.77%
Cambian Autism Services Limited	38.30%	61.70%	31.91%	68.09%	39.78%	60.22%	31.91%	68.09%
Cambian Childcare Limited	25.27%	74.73%	24.68%	75.32%	24.03%	75.97%	24.84%	75.16%
Cambian Group Holdings Limited	41.44%	58.56%	39.09%	60.91%	50.00%	50.00%	54.55%	45.45%
Cambian Whinfall School Limited	31.25%	68.75%	31.58%	68.42%	46.32%	53.68%	48.42%	51.58%
Caretech Community Services (No 2) Ltd	29.52%	70.48%	27.62%	72.38%	28.85%	71.15%	34.29%	65.71%
Caretech Community Services Ltd	29.36%	70.64%	30.55%	69.45%	31.26%	68.74%	41.77%	58.23%
Coveberry Limited	34.33%	65.67%	56.06%	43.94%	40.91%	59.09%	48.48%	51.52%
Lonsdale Midlands Ltd	13.56%	86.44%	13.56%	86.44%	27.59%	72.41%	22.03%	77.97%
Oakleaf Care (Hartwell) Ltd	20.55%	79.45%	28.77%	71.23%	28.77%	71.23%	26.03%	73.97%
Selborne Care Ltd	32.56%	67.44%	48.24%	51.76%	38.82%	61.18%	45.88%	54.12%
Spark of Genius Training Ltd	19.72%	80.28%	39.44%	60.56%	30.00%	70.00%	23.94%	76.06%
Valeo Limited	30.77%	69.23%	42.19%	57.81%	34.38%	65.63%	42.19%	57.81%

Group Position Mean and Median

Mean Gender pay gap	Median Gender pay Gap	Mean Bonus Gap	Median Bonus gap	Male Bonus	Female Bonus
0.74%	0.25%	58.00%	28.57%	6.88%	3.59%

Group Position Quartile

Upper		Upper middle		Lower middle		Lower	
Male	Female	Male	Female	Male	Female	Male	Female
31.75%	68.25%	32.75%	67.25%	28.97%	71.03%	34.42%	65.58%

What are the explanations for any gaps?

We have recently undertaken a job architecture cleanse which may result in apparent changes in results by comparison to last year's report.

The UK Office of National Statistics reported 'The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2024, it stood at 7.0%, down from 7.5% in 2023'.¹ Our mean gender pay gap therefore remains in line with the national average.

Challenges in the sector

As other organisations in the UK social care sector, CareTech faces severe challenges with regards to the attraction and retention of staff. The Skills for Care "The size and structure of the adult social care sector and workforce in England" report published in July 2024 stated that there were 131,000 vacant posts, with an annual turnover rate in the independent sector of 25.8%.

Success within the organisation

As at the end of the reporting period, the gender ratio of the CareTech Executive and Senior Management group was 53% male / 47% female. In late 2024, the CareTech Board introduced an Employee Benefit Trust based long-term Management Incentive Plan for senior leaders across the Group. The gender ratio of participation in the higher level of the Plan is 38% male / 62% female.

How are we addressing the gender pay gap?

While our gender pay gap is in line with the national average, CareTech remains committed to diversity and inclusion and are developing the following initiatives to try to increase gender diversity:

1. Evolving recruitment processes to ensure diverse talent is identified across our portfolios in particular
2. Reviewing and developing diversity and inclusion policies and practices across the whole organisation
3. Reviewing our Learning & Development provision to invest in employees' development and promotion
4. Introduce greater levels of transparency in the award of bonuses
5. Reviewing and benchmarking pay and bonuses to ensure equal pay across the whole of CareTech
6. Analysis of employee engagement & exit interview data for underlying trends of reasons for leaving which can then be addressed.

Our statement

Whilst our 2024/25 gender pay gap analysis shows that CareTech remains in line with the national average, we are not complacent and will keep our performance in this area under review and seek to continuously improve the experience of all of our employees in respect of equality, diversity and inclusion. We confirm that the information in this statement is accurate and has been calculated in accordance with gender pay gap reporting requirements as outlined within current legislation.

Steve Bennett

Group Executive Director, Human Resources

¹ [ONS Gender Pay Gap Report 2024](#)