



At Community Integrated Care, fairness equity and inclusion for all is the foundation of our purpose. We are committed to providing a workplace where everyone every has an equal opportunity to thrive, progress and be rewarded fairly for their contributions, regardless of their gender.

We are pleased to publish details of our Gender Pay Gap results in accordance with the Government’s Gender Pay Gap legislation.

The information, collected as at 5th April 2024, shows:

Gender Pay Gap Overview

	2023	2024
Mean Gender Pay Gap	3.3%	2.2%
Median Gender Pay Gap	2.3%	0.8%
Mean Bonus Pay Gap	0%	0%
Median Bonus Pay Gap	0%	0%

Gender Breakdown

	Male 2023	Female 2023	Male 2024	Female 2024
Number of Colleagues	960	3226	1219	3664
Mean Hourly Rate	£11.81	£11.43	12.48	12.21
Median Hourly Rate	£10.28	£10.04	11.25	11.16

	Male Proportion 2023	Female Proportion 2023	Male proportion 2024	Female proportion 2024
Upper Quartile	26.80%	73.20%	28%	72%
Upper Middle Quartile	23.50%	76.50%	23.30%	76.70%
Lower Middle Quartile	21.20%	78.80%	25.60%	74.40%
Lower Quartile	20.20%	79.80%	22.90%	77.10%

Our gender pay gap has decreased slightly on last year. The existence of any gap remains the same as in 2023 – a higher percentage of male workforce complete sleep-over shifts, which increases their take-home pay.

We continue with our commitment towards a fair and transparent pay framework, through standard rates of pay for all hourly roles, teamed with a robust process for all salaries which includes job evaluation and an effective structure for pay increases.

These are supported by our dedicated colleague inclusion networks and colleague engagement survey, where colleagues are encouraged to identify any inequities if they occur. This is reinforced by an Executive Team who are always ready to listen, and act to protect the colleagues, charity and the people we support.



Community
Integrated
Care

There is always room for improvement, and we are not standing still on ambition to create and a workplace which values the contribution of every colleague, looks after their wellbeing and creates an environment which enables everyone to belong and achieve their full potential.