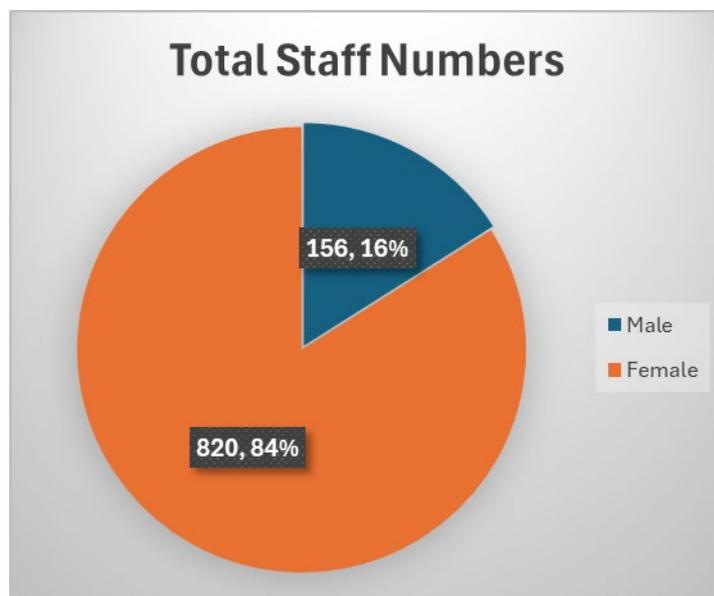


Gender Pay Report 2025

Introduction

As a UK employer with more than 250 employees, Coverage Care are required to publish the gender pay gap between their male and female employees. At the point of reporting there were 976 staff included within the definitions of gender pay reporting, with 820 female employees and 156 male employees. This ratio of female to male employees is typical of the care sector as a whole.



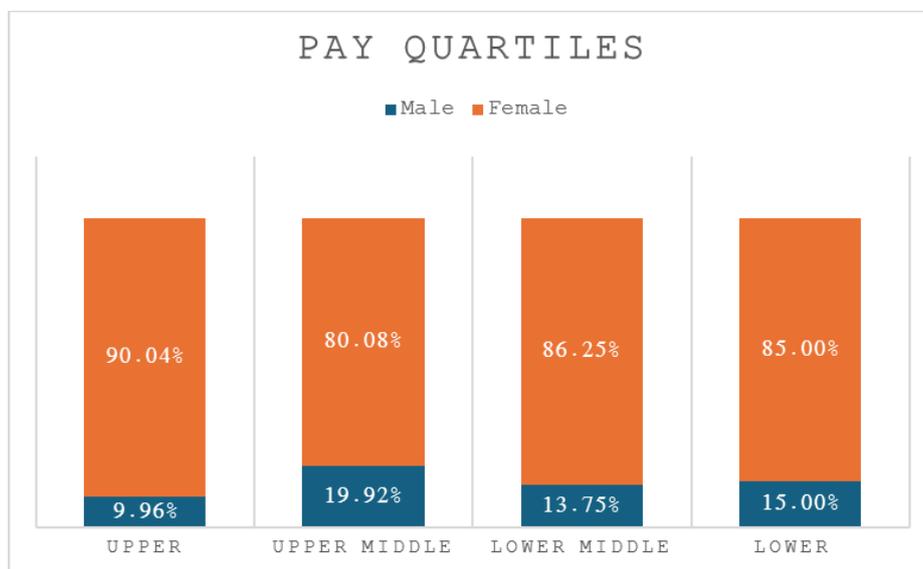
Summary

The gender pay gap is a measure of the difference between the average earnings for female and male employees, irrespective of their position within the organisation. This is different from equal pay, and we are confident that females and males are paid the same for doing the same or similar roles.

The mean and median gender pay gap have been calculated as at April 2025 and the results can be seen below:

| Gender Pay and Bonus Gap | Median | Mean |
|--------------------------|--------|-------|
| Gender Pay Gap | -0.3% | -3.8% |
| Gender Bonus Pay Gap | 0.0% | 0.0% |

| Proportion of Employee Receiving a Bonus | |
|--|------|
| Male | 0.0% |
| Female | 0.5% |



Understanding the gap

Coverage Care’s gender pay gap is well below the national average as estimated by the Office for National Statistics at 6.9% in 2025. As an organisation we have worked hard to establish a fair and consistent pay system which is reflected in the results above. We remain committed to promoting gender equality and continue to invest in training and development to ensure that all individuals are supported to progress their careers.

The larger mean gender pay gap of -3.8% is due to the types of roles performed by females at Coverage Care, with a higher proportion in the more specialist and higher paid roles. Given the smaller numbers of males employed in total the reported figures fluctuate more significantly year on year with individual job role changes.

Bonuses

The proportion of bonuses paid to female and male staff in the snapshot period is equal, this is reflective of the higher proportion of females in the snapshot period rather than a difference in approach for bonus payments between male and female.

Our Values

Coverage Care believes in being an inclusive diverse organisation where everyone has the opportunity to achieve their full potential. We are dedicated to supporting the growth of all our staff through a progressive career structure and a strong focus on development. We actively encourage internal progression and provide comprehensive training and support to help colleagues thrive.

Helen Woodvine
Finance Director

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