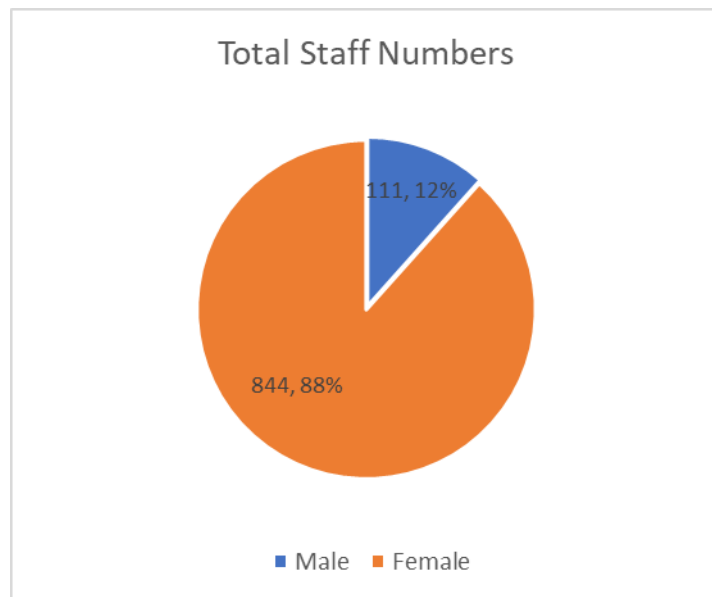


Gender Pay Report 2023

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 955 staff included within the definitions of gender pay reporting, with 844 female employees and 111 male employees. This ratio of female to male employees is typical of the care sector as a whole.



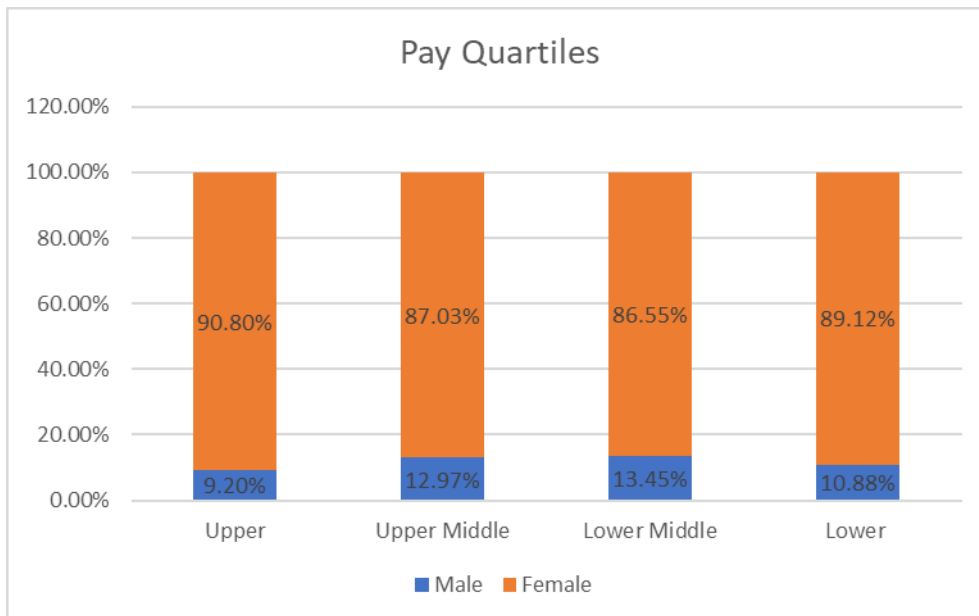
Summary

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 2023 and the results can be seen below:

Gender Pay and Bonus Gap	Median	Mean
Gender Pay Gap	-0.1%	-2.8%
Gender Bonus Pay Gap	33.4%	20.5%

Proportion of Employee Receiving a Bonus	
Male	0.9%
Female	1.5%



Understanding the gap

Coverage Care’s gender pay gap is well below the national average as estimated by the Office for National Statistics at 7.7% in 2023. As an organisation we have worked hard to ensure there is a fair and consistent system of pay in place and this can be seen in the results above. We will continue to take steps to promote gender equality and invest in training and development to ensure that all individuals are supported to progress their career.

The slightly larger mean gender pay gap of -2.8% 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 larger proportion of bonuses paid to female staff in the snapshot period reflects the higher proportion in our staff teams. The higher bonus pay gap is reflective of the particular payments made 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 passionate about developing all our staff through our progressive career structure. We actively encourage internal development at all times with comprehensive internal training support.

Helen Woodvine
Finance Director

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