

Holmes Care Group Equal Pay and Gender Pay Gap Report 2024-2025

This report sets out the gender pay statistics for Holmes Care Group in relation to the reporting year of 2024 – 2025.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Holmes Care Group is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value

The following information has been calculated in accordance with the regulations and is legally compliant.

Organisational context

Holmes Care Group Ltd is committed to the principles of equal pay for all employees. We are devoted to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We aim to eliminate any gender bias in our pay and remuneration systems and understand that equal pay between males and females is a legal right in accordance with the Equality Act 2010, Public Sector Equality Duty and European law. This commitment flows throughout our organisation.

The gender pay gap.

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or because of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent, or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Gender Pay Gap

Mean gender pay gap.

Based on the Mean (average) hourly rate of pay for male and female employees in the relevant pay period, the current Mean gender pay gap at Holmes Care Group is -0.17 % which is based on hourly pay rates as of the snapshot date of 5th April 2025. This shows a reduction in line with the national decline in general, in the gender pay gap. The UK Office for National Statistics* reported a 6.9% Mean gender pay gap among full time employees in April 2025. The Mean gender pay gap at Holmes Care Group is considered a negative pay gap. This means that, on average, women are earning slightly more than men based on the pay measure being reported (Mean or Median). It does not mean that men are being underpaid for the same job; rather, it reflects the distribution of men and women across roles, levels, and pay scales in the Company.

Below we have identified the factors that we believe contribute to the findings:

- During this period at Holmes Care Group, there is a higher female representation in senior or specialist roles, compared with men, specifically there are more women in roles with a higher hourly rate.
- The sample included 255 employees identifying as male and 1252 employees identifying as female at Holmes Care Group. On average, female colleagues earn slightly more than male colleagues reflecting the distribution of roles within the Company, where women are well represented in senior positions.

Median gender pay gap

Based on the Median (middle) hourly rate of pay for male and female employees in the relevant pay period, the current Median gender pay gap at Holmes Care Group is 0%, this demonstrates that the middle earning male and the middle earning female are paid at the same hourly rate. This indicates no difference at the Median point of pay distribution

When we look at the demographics of our workforce, there is overall a disproportionately higher percentage of females. Whilst the Median measure does not represent the full structure of our workforce, it provides strong indication that pay is balanced at typical earning levels, and there is no Median level disparity between genders.

Salary pay quartiles.

The following section separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees.

The pay quartiles percentage is calculated using the following formulas:

 $A / C \times 100$ and $B / C \times 100$.

(A = male employees in quartile, B = female employees in quartile, C = total number of employees in quartile).

The report indicates that across all quartiles within the company, there is a higher representation of females compared to males, despite pay being relatively consistent throughout the organisation. Specifically, the data reveals that 16.92% of the sample consists of male employees, while 83.08% are female employees.

Due to the strong female presence across each quartile, not only in number but also across mid and higher paid roles, this aligns with our negative Mean gap and zero Median gap.

Bonus pay.

The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months was 0%. There were no bonus payments made during this timeframe.

Confirmation statement

I confirm the information set out in this gender pay gap report is accurate and calculated in accordance with the regulations.



Shilleen Freeth

HR Director

Date of statement: 18th March 2026

*Office for National Statistics, "Gender pay gap in the UK: 2025", 18th March 2026

[Gender pay gap in the UK - Office for National Statistics](#)