

# Clearwater Care Group Limited Gender Pay Gap Report 2025

## Introduction

The Equality Act 2010 ( Specific Duties and Public Authorities) Regulations 2017 required all organisations with 250 employees or more to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard time period regardless of their role of seniority. The snapshot date for this report is 5 April 2024.

We are required to report on:

- Percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

## Analysis

Percentage of men and women in each hourly pay quarter

Quartile	Classification	Male %	Female %
Quartile 1	Upper hourly pay quartile	41.0	59.0
Quartile 2	Upper middle hourly pay quartile	29.8	70.2
Quartile 3	Lower middle hourly pay quartile	39.3	60.7
Quartile 4	Lower hourly pay quartile	31.7	68.3

Mean (average) gender pay gap using hourly pay

Mean Gender Pay Gap – Hourly Pay
-1.4%

Median gender pay gap using hourly pay

Median Gender Pay Gap – Hourly Pay
0%

Percentage of males and females receiving a bonus

Males %	Females %
1.69	0.93

Mean (average) gender pay gap using bonus pay.

Mean Gender Pay Gap – Bonus Pay
59%

Median gender pay gap using bonus pay.

Median Gender Pay Gap – Bonus Pay
59%

We can confirm the accuracy of this information.

## Summary

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We confirm that we are conscious and mindful of fair pay and to comparing pay levels across all group companies and levels.

We understand that individuals have a choice regarding their career pathways and the industry into which they enter. We continue to support equal pay and will address any gender pay gaps by undertaking the following:

- encouraging applications from all into our roles, regardless of gender
- encouraging career development across all levels and genders
- we do not have any gender bias in our recruitment processes or materials.
- we ensure all development opportunities both internally and externally are open to all regardless of gender.
- Review all our policies that support childcare and other caring responsibilities to ensure that the support available is equal across all genders.

We are committed to creating balance across our organisation and pay distribution. We will continually review our gender pay gap to address any imbalance.

### Salutem Care and Education

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