

Reporting Statement

Gender Pay Gap Report

2024



equilibrium
healthcare

Director's Statement

At Equilibrium Healthcare, we're committed to creating a workplace where everyone feels valued, supported, and is given equal opportunities to grow.

Transparency is key to driving meaningful change, and we welcome the opportunity to share our Gender Pay Gap Report.

While our report reflects the progress we're making, it also highlights areas where we can improve. We recognise that achieving true equity isn't just about numbers—it's about creating an environment where talent, dedication, and ambition are rewarded fairly, regardless of gender.

We are taking proactive steps to reduce our gender pay gap, including improving career progression pathways, reviewing our recruitment practices, and ensuring that development opportunities are accessible to all.

Our commitment to equity goes beyond compliance; it's an essential part of who we are and how we operate.

We remain focused on building a diverse and inclusive culture where everyone has the opportunity to thrive. This report is an important part of our journey, and we will continue working towards meaningful and lasting change.

Paddy Keely
Chairman

1.3%

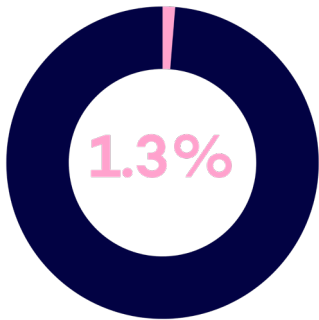
Mean gender pay gap using hourly pay.

Upper hourly pay quarter
Upper middle hourly pay quarter
Lower middle hourly pay quarter
Lower hourly pay quarter

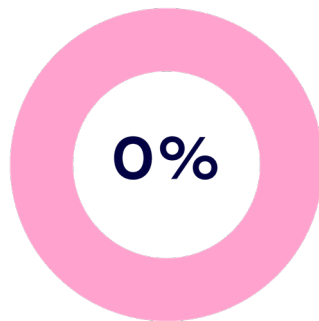
Men	Women
32.2%	67.8%
23.3%	76.7%
27.1%	72.9%
28.3%	71.7%

Pay Gap

The median compares the hourly pay of the middle-ranking man and woman, while the mean looks at the overall average hourly pay for men and women.



Our mean gender pay gap is 1.3%. We're committed to creating a fair and inclusive workplace, and we'll keep working to bring this as close to 0% as possible.



Our median gender pay gap is 0% – something we're incredibly proud of. It means that when we compare the middle point of earnings between men and women in our organisation, there's no difference.



Pay Gap Commentary

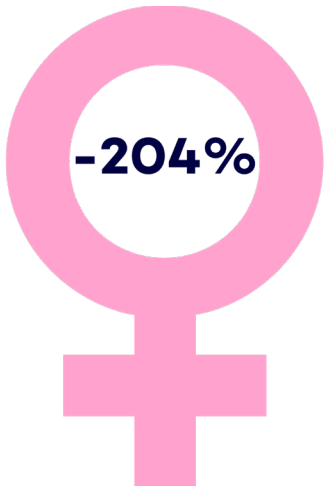
Our latest data shows the difference in average pay between men and women across our organisation.

While the gender pay gap isn't the same as equal pay (which means men and women doing the same job are paid equally), it does highlight any imbalance in representation at different levels.

We're making progress, but we know there's more to do. Reducing the gender pay gap means continuing to create real opportunities for women to develop, progress, and take on leadership roles.

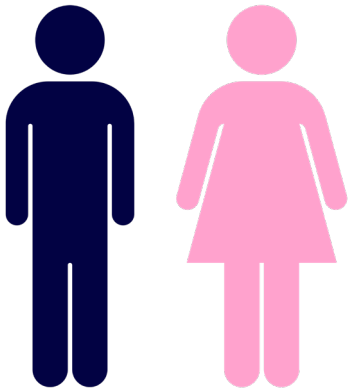
We're committed to breaking down barriers, challenging bias, and ensuring our policies support a truly level playing field—because fairness, respect, and equality aren't just words to us; they're what we stand for.

Bonus Pay Gap



Our mean gender bonus gap is -204%, meaning that, on average, women in our organisation receive more bonuses than men.

While this gap is in favour of women, our focus remains on fairness. We want to ensure that bonuses are awarded consistently, across all roles, regardless of gender. As we continue to grow, we'll keep reviewing our approach to ensure equal opportunities for everyone.



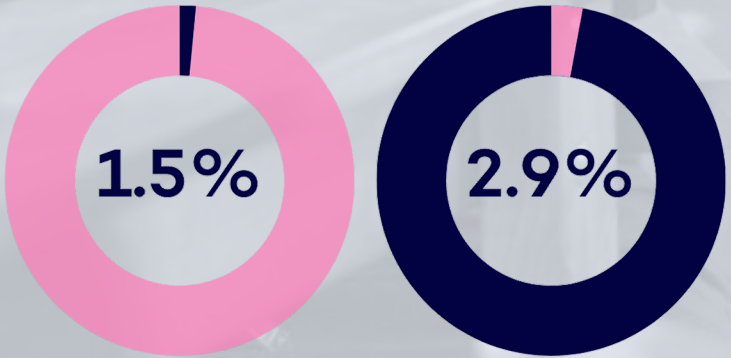
Our median gender bonus gap is -100%, which means that, at the mid-point, women in our organisation receive more bonuses than men.

This is consistent with broader industry trends, where women are more represented across our workforce. While this figure highlights the gender distribution in bonus-eligible roles, we're focused on providing equal opportunities for everyone to access bonuses based on merit and contribution, regardless of gender.



We believe that everyone should be rewarded fairly for their contributions, and that includes ensuring bonuses are distributed based on merit, not gender.

Creating an inclusive environment means providing equal opportunities for all to benefit from bonuses and rewards, regardless of gender.



1.5% of men and 2.9% of women received a bonus, reflecting the distribution across our team.

Quick wins

- EDI training is now run across our workforce to support progress and inclusivity in all roles.
 - Improving how we track gender data across key areas, helping us spot barriers and opportunities for change.
 - Who's applying for roles – men vs. women
 - Who's being promoted – and why
 - Who's leaving – and their reasons
 - Who's applying for flexible working
- By building a clear picture, we can focus on the right areas to ensure fairness, support career growth, and create a workplace where everyone can thrive.
- Conducting Equality Impact Assessments for all new policies will help us spot and remove potential barriers.



Our commitment to closing the Gender Pay Gap moving forward

As we look ahead, our focus is on closing the gender pay gap and building a truly inclusive workplace. We're committed to ensuring that everyone, regardless of gender, has equal opportunities to succeed, grow, and be rewarded fairly for their contributions.

This means we'll be taking a close look at our recruitment processes, career development pathways, and pay structures to ensure they're free from bias and open to all. We know that achieving gender equality is a journey, not a quick fix, and we're in it for the long haul.

We understand that reducing the gender pay gap isn't something that happens overnight, but we're committed to making steady progress.

We'll continue to gather feedback from our team and drop-in sessions, encourage open conversations around pay, and take action where needed. In addition to reviewing our pay structures, we'll be prioritising initiatives that support the development and progression of women within the organisation.

We're focused on creating opportunities, and ensuring that everyone has access to the resources and support they need to reach their full potential. We're also committed to using feedback to shape our policies and practices. Our aim is not just to close the gender pay gap, but to create an environment where fairness, respect, and opportunity are available to all.

This is just the beginning, and we're excited to continue making progress together.

Our focus for 2025.

We're pleased to share our 2023/2024 pay gap report—and even happier with the results. Knowing our figures are below the national average is fantastic news for Equilibrium Healthcare, but numbers only tell part of the story. What truly matters is that everyone feels happy, supported, and included.

I strongly believe that best teams are diverse teams, working together to provide outstanding care. When our people feel happy at work, that positivity flows into the care they give.

While these results are encouraging, our commitment to inclusivity doesn't stop here. In 2025, we'll keep building a culture where everyone belongs—making Equilibrium Healthcare an even better place to work.

Lucy Gianferrari
HR Business Partner

At Equilibrium Healthcare, we're proud to be a leading residential care provider in Greater Manchester, delivering high-quality support with compassion and expertise.

Our dedicated team is committed to transforming care, and creating inclusive environments where everyone can thrive.