



At Community Integrated Care, fairness equity and inclusion for all is the foundation of all our activity. We are committed to providing a workplace where everyone every has an equal opportunity to thrive, progress and be rewarded fairly for their contributions, regardless of their gender.

We are pleased to publish details of our Gender Pay Gap results in accordance with the Government's Gender Pay Gap legislation.

The information, collected as of 5th April 2025, shows:

Gender Pay Gap Overview

	2024	2025
Mean Gender Pay Gap	2.2%	2.1%
Median Gender Pay Gap	0.8%	1.3%
Mean Bonus Pay Gap	0%	0%
Median Bonus Pay Gap	0%	0%

Gender Breakdown

	Male 2024	Female 2024	Male 2025	Female 2025
Number of Colleagues	1219	3664	1315	3992
Mean Hourly Rate	£12.48	£12.21	13.44	13.16
Median Hourly Rate	£11.25	£11.16	12.16	12.00

	Male Proportion 2024	Female Proportion 2024	Male proportion 2025	Female proportion 2025
Upper Quartile	28%	72%	30.6%	69.4%
Upper Middle Quartile	23.30%	76.70%	23.50%	76.50%
Lower Middle Quartile	25.60%	74.40%	23.40%	76.6%
Lower Quartile	22.90%	77.10%	23%	77%

Our gender pay gap remained small with slight movement on the previous year. The underlying cause remains the same: a larger proportion of men undertake sleep-over shifts, which increases their overall earnings

We aim to eliminate any pay gap where possible, and are firmly committed to ensuring pay is fair, consistent and transparent. This is reflected in our standardised hourly pay rates and in our structured processes for salaries, which include job evaluation and a clear, accountable approach to pay progression.

This commitment is strengthened by our continued engagement with our colleague inclusion networks and our employee engagement survey, both of which encourage colleagues to raise concerns or highlight any inequalities they notice.

The logo consists of three stacked rectangular boxes. The top box is pink and contains the word 'Community' in white. The middle box is blue and contains the word 'Integrated' in white. The bottom box is orange and contains the word 'Care' in white.

Community
Integrated
Care

We recognise that progress is ongoing, and we are determined not to stand still. Our focus remains on building a workplace where every colleague feels valued, supported in their wellbeing, and empowered to grow and reach their full potential.