



# ROI Gender Pay Gap Report



December 2024

# Introduction

At Praxis Care, we continue to build a workplace where everyone feels valued and respected, regardless of their sex, religion, beliefs, or background. Promoting equality and inclusion is not just a legal obligation - it is a reflection of one of our core values: integrity.

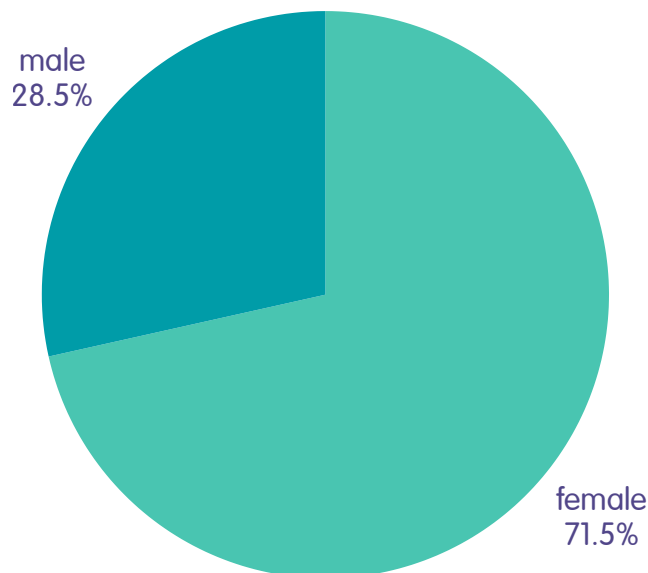
Living this value means being open and accountable about how we treat and support our people. With that in mind, we are pleased to share our third Gender Pay Gap Report, which provides insight into gender representation across our organisation. This report allows us to reflect on our progress since 2023, recognise areas of improvement, and identify further opportunities to strengthen gender balance within Praxis Care.

The findings in this report are based on employee data as of 30th June 2024, with the reporting period covering 1st July 2023 to 30th June 2024. All employees, including those on long-term leave such as sickness absence, are included in the analysis.



# What our data says about US

As of 30th June 2024, Praxis Care employed a total of 741 people, comprising 530 females and 211 males. This means our workforce remains 71.5% female and 28.5% male, consistent with the figures reported in our 2023 Gender Pay Gap Report.



The gender balance within our organisation reflects the wider health and social care sector, which has traditionally been female-dominated. This continued trend demonstrates the ongoing influence of sector-wide demographics on our overall workforce composition. Praxis Care is an equal opportunities employer, committed to fair recruitment and selection based solely on merit. Our equality statement is included in all job adverts.



# Mean and median pay gaps

- The mean pay gap is the difference between the average pay rate for males and the average pay rate for females.
- The median pay gap is the difference in pay between the middle placed male and the middle place female.

## Pay Gap for All Staff

Mean Pay Gap	Median Pay Gap
4.15%	4.08%

- The mean pay gap is 4.15% in favour of males, compared with 7.06% in favour of females in 2023.
- The median pay gap is 4.08% in favour of males, down from 5.93% in 2023.

## Pay Gap for Part Time Staff

Mean Pay Gap	Median Pay Gap
-13.03%	-0.71%

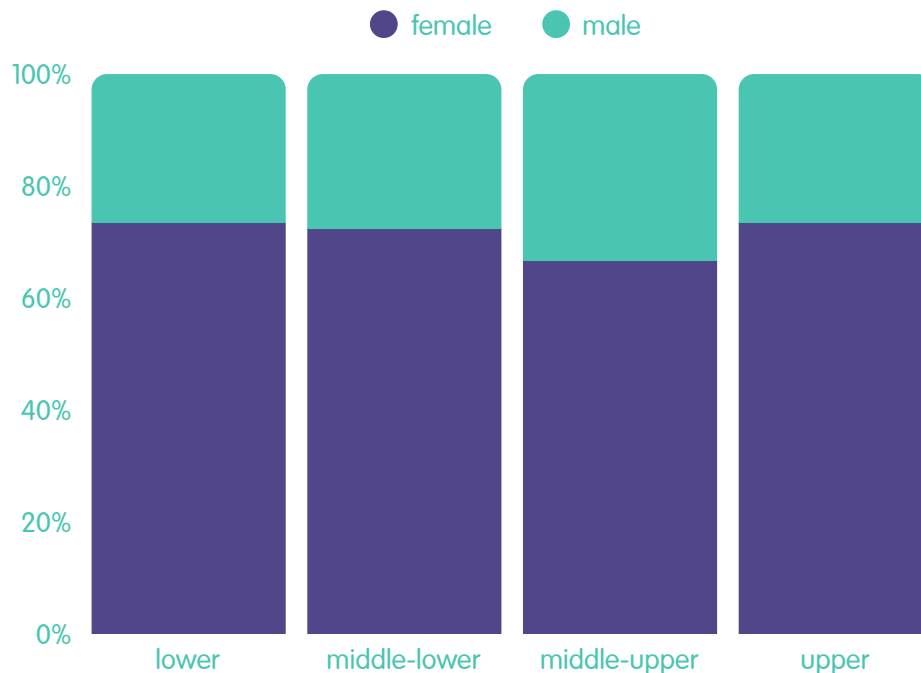
- The mean pay gap for part time staff is 13.03% in favour of females, up from 9.6% in favour of females in 2023.
- The median pay gap for part time staff is 0.71% in favour of females, down from 3.47% in 2023.



At Praxis Care we are satisfied that males and females are paid equally for doing equivalent roles across the organisation. We have a salary scale for every grade of staff and the same scale is used for both male and female employees. An employee's length of service and experience are the sole determinants of where on the salary scale point an employee is placed.

## Quartiles

The use of quartiles (dividing the data into four equally sized groups based on hourly pay) allows us to review the distribution of male and female employees across pay ranges.

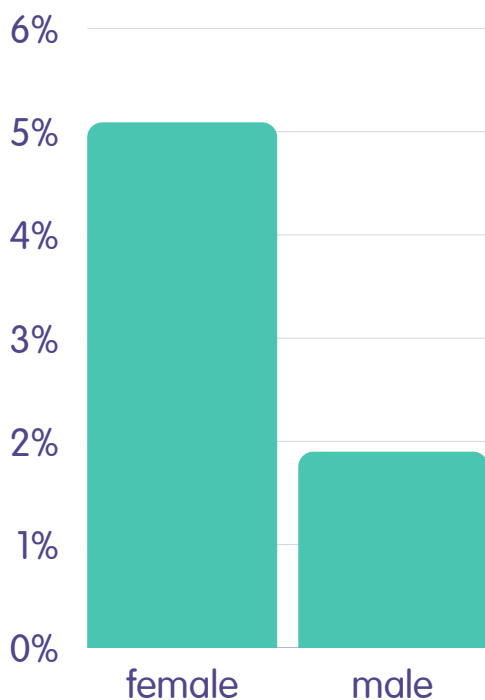


As our workforce is predominantly female (71.5%), male (28.5%), the above chart shows that our female and male employees are distributed across each of these groups in a way that generally reflects the ratio of females to males, across the whole organisation. The findings are very similar to our 2023 gender pay gap report.



# Benefit in Kind

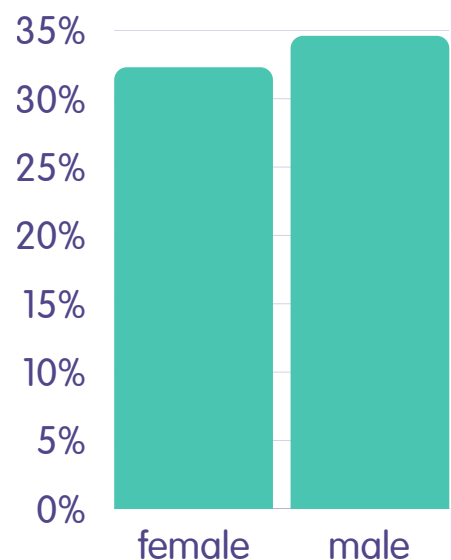
27 out of our 530 female employees (5.1%) and 4 out of our 211 male employees (1.9%) received benefits in kind, compared with 3.32% of females and 3.1% of males in 2023.



Benefits in kind included pension and car allowance contributions. Car allowances are exclusive to Director and Regional Director grades, all four of whom are female. Pensions are available to Assistant Managers and above. Joining the pension is open to both male and female employees in these grades, however, only four males have enrolled. Regular communication is sent out to all eligible employees with information on how to join the pension and the benefits in doing this.

# Bonuses

As a charity we do not usually issue bonuses to our staff and did not issue these in our 2022 and 2023 report. However in December 2023 we gave our staff a small bonus at Christmas in the form of a gift card. 171 out of our 530 female employees (32.3%) and 73 out of our 211 male employees (34.6%) received a bonus.



# Actions Taken

We as an organisation continue to carry out the following activities to promote diversity and inclusion within our organisation:

- Introduced a flexible induction training programme for new starters into the organisation.
- Delivered culture training in select services, focusing on our values, staff roles and responsibilities, and teamwork within a diverse workforce.
- Continued to offer flexible and part-time working options, moving away from the traditional 39-hour full-time model.
- Maintained a flexible working policy available to all staff to support work-life balance and personal commitments.
- Provided recruitment and selection training for management staff to ensure awareness of equal opportunities, fair hiring practices, and their responsibilities under the policy.



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