



Report 2025

Gender Pay Gap Report 2025/26

www.allied-care.com



Overview

Our report looks at the gender pay gap across 550 staff employed by Allied Care Ltd using the framework provided by Gender Pay Gap legislation. The snapshot date was 5th April 2026.

Women's median hourly pay is 3.2% higher than men's. Women's mean hourly pay is also 2.6% higher than men's, reflecting the impact of our pay banding system which supports consistent pay across comparable roles.

Women are strongly represented across all pay quartiles within the organisation, making up 74.1% of the highest paid quartile, 75.9% of the upper middle quartile, 65.2% of the lower middle quartile, and 67.0% of the lowest quartile.

In relation to bonuses, 4.1% of women and 4.4% of men received bonus pay. Among those receiving a bonus, women's median bonus pay was 33.3% higher than men's, while women's mean bonus pay was 69.15% higher, reflecting the distribution of bonus-eligible roles and regional payments across the workforce.

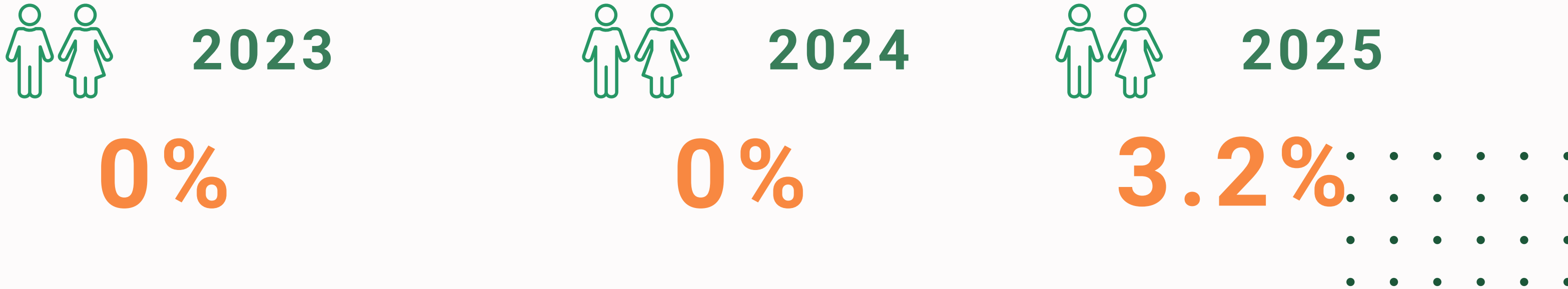


Base Pay Gap

MEAN PAY GAP

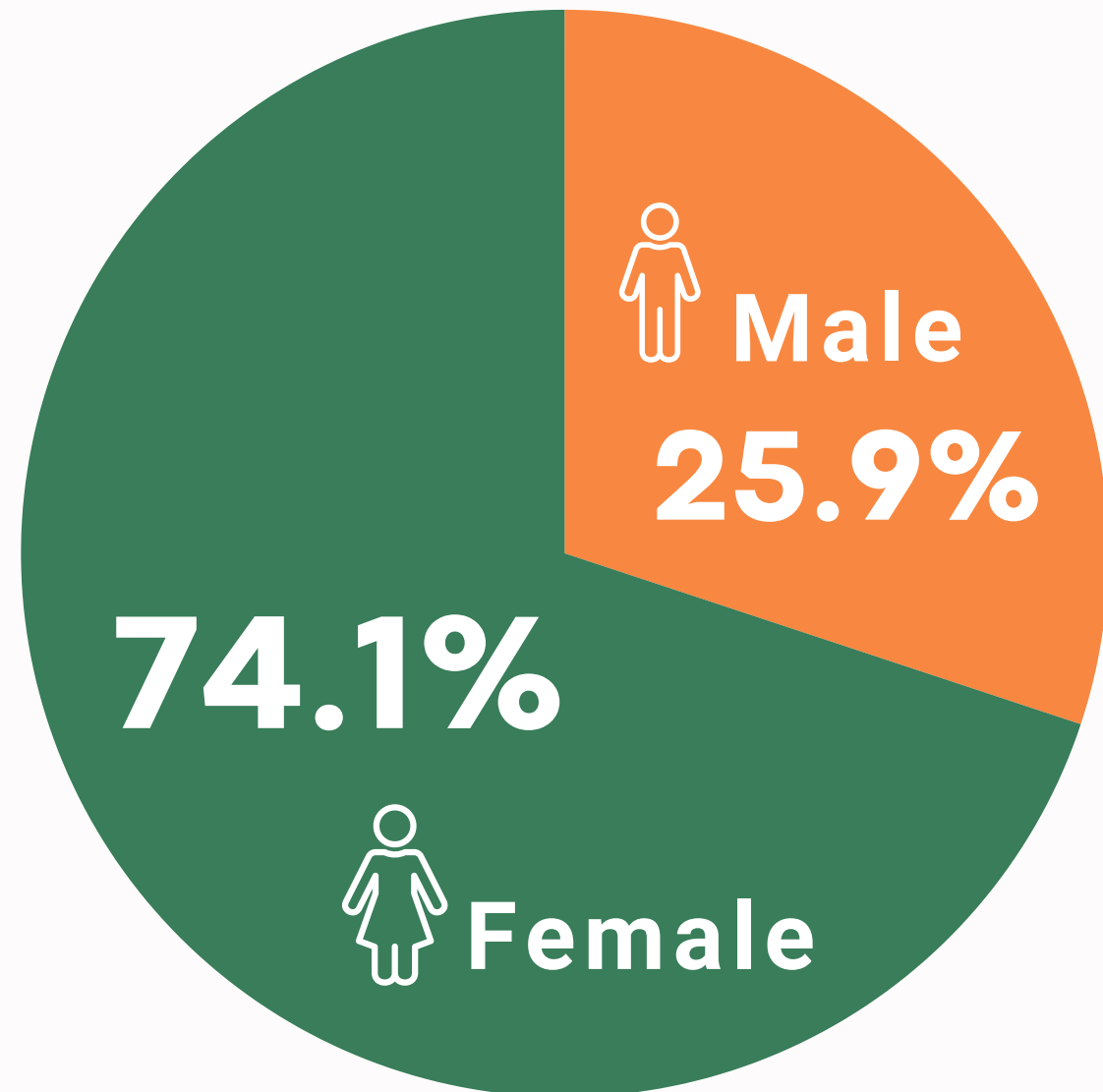


MEDIAN PAY GAP

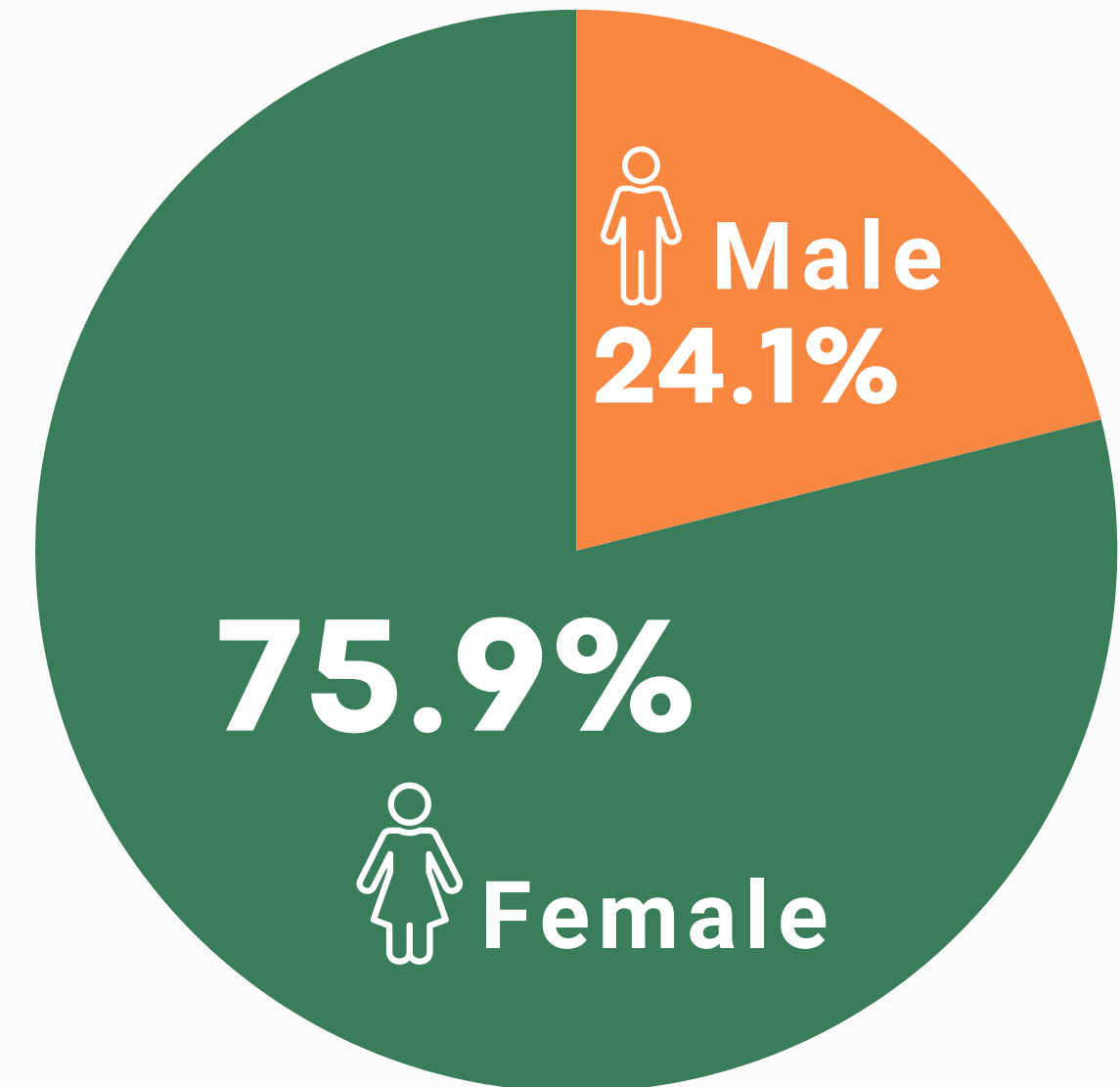


THE PROPORTION OF MEN AND WOMEN BY PAY QUARTILE

1ST QUARTILE (HIGHEST PAID STAFF)

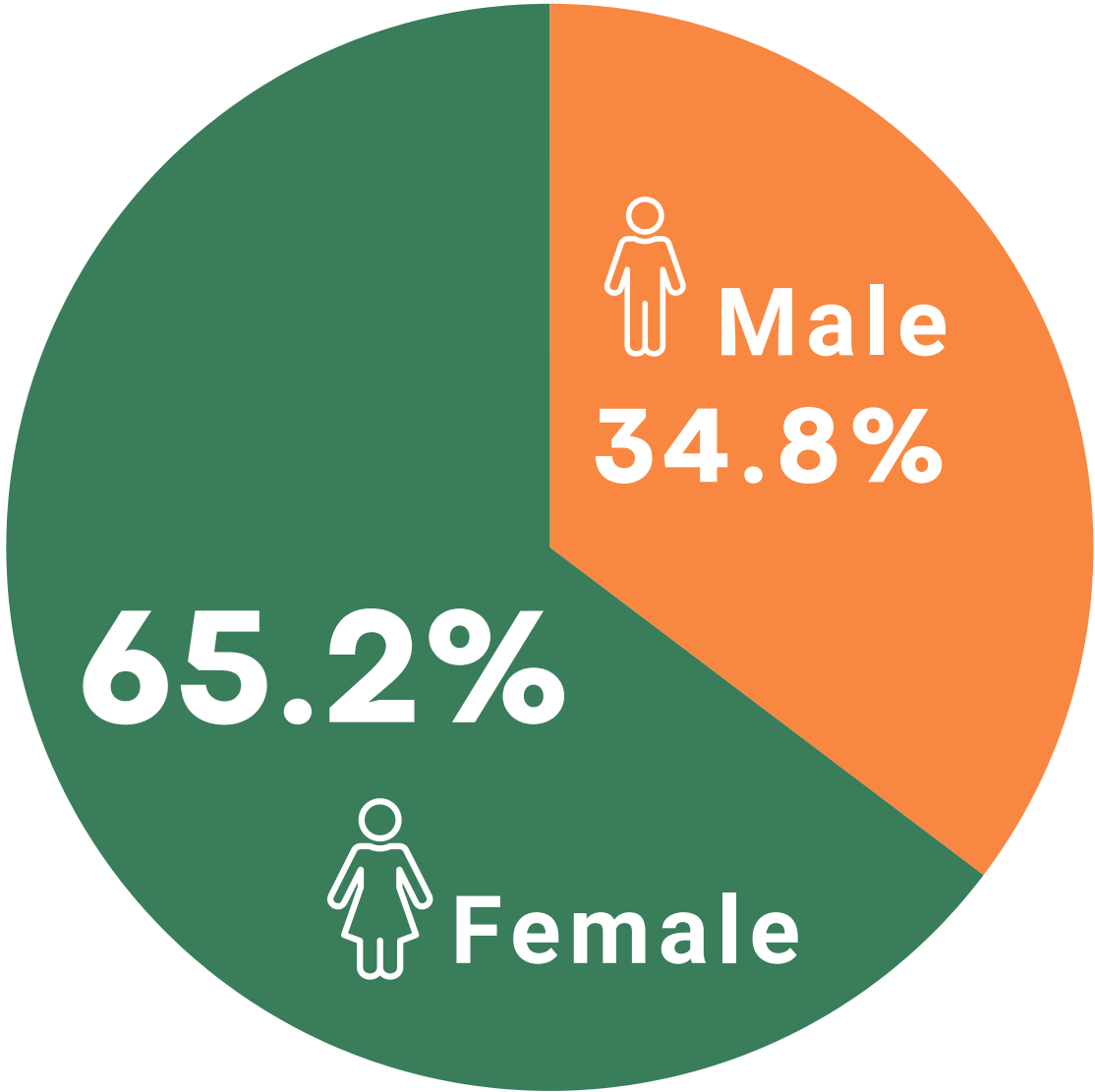


2ND QUARTILE

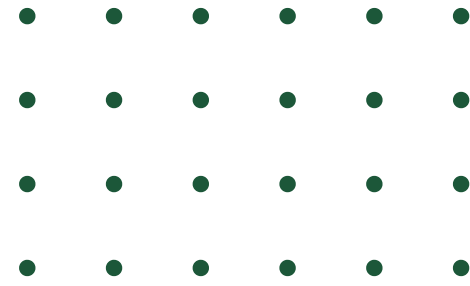
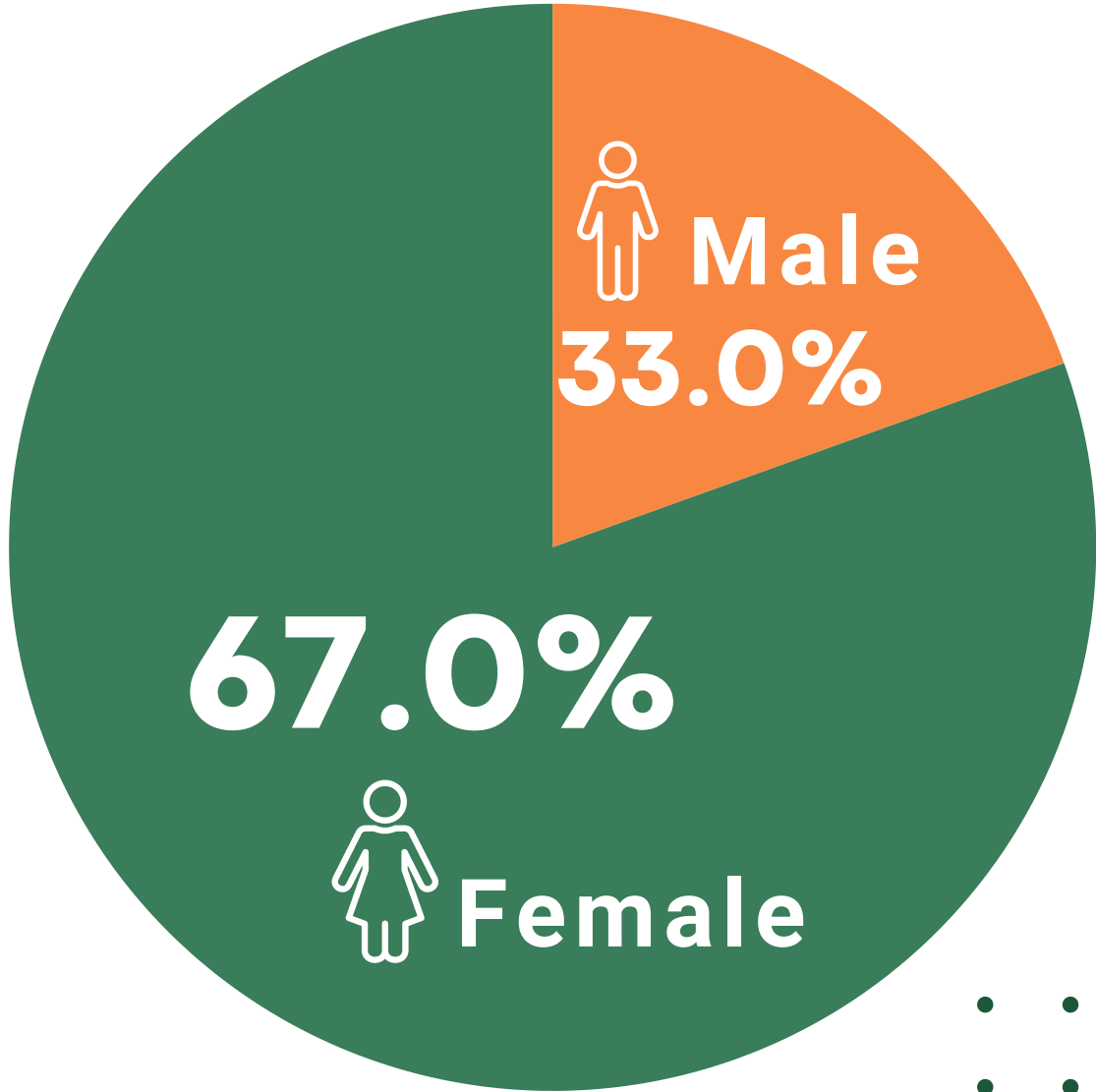


THE PROPORTION OF MEN AND WOMEN BY PAY QUARTILE

3RD QUARTILE



4TH QUARTILE (LOWEST PAID STAFF)



Bonus Pay Gap

MEAN BONUS PAY GAP



2023

1.32%



2024

-65%



2025

-69.15%

MEDIAN BONUS PAY GAP



2023

19.48%



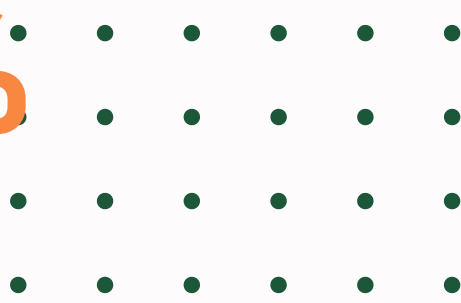
2024

23.3%



2025

33.3%



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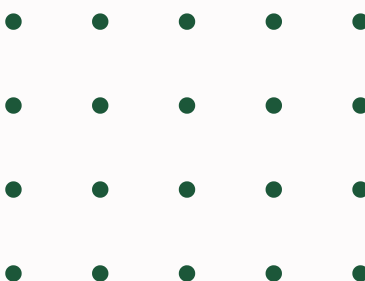
At Allied Care we pride ourselves on being an inclusive company. In order to address pay gaps, we review our pay equality twice a year to ensure that people are paid equally for a role of equal value based on experience and knowledge gained through training.

Therefore, we are confident that men and women are paid equally for doing equivalent jobs across our business.

Some of the variances in our report are reflective of a higher concentration of female employees. We operate an equal opportunity recruitment policy and we appoint candidates to our roles based upon their ability to fulfil the vacant position and share our values.

How we address gender pay gaps:

1. Reviewing and benchmarking our pay and bonuses to ensure equal pay
2. Analysing our exit interview data to identify why people leave and taking action around retention
3. Continue to improve our recruitment practices as a result of recent organisational changes and ensure neither gender is unfairly disadvantaged.





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Presented by

Cathy Meacham

-  www.allied-care.com
-  Unit 13b Boundary Business Centre, Boundary Way, Woking, England, GU21 5DH