



SURECARE GROUP

CARE, QUALITY & COMPASSION

DATA SNAPSHOT DATE: **5 April 2025**

REPORTING STATEMENT

Gender Pay Gap Report 2025

Fairness, transparency and our people

Like most care providers, our workforce is predominantly female — around 85% of our frontline staff are women. This shapes our figures significantly, and we believe in being open and transparent about what drives them.

Head Office

Peak House, Farm House Way, Great Barr, Birmingham B43 7SE

Tel: 0121 357 4830 · admin@surecaregroup.com

www.surecaregroup.com

ABOUT OUR WORKFORCE

Understanding our pay gap

Gender pay gap reporting compares the average pay of all men and women across our organisation, regardless of role. It is distinct from equal pay, which ensures men and women receive the same pay for equivalent work.

At Surecare Group we are committed to being a fair and inclusive employer, and to promoting an environment where all employees are valued and rewarded appropriately for their contribution.

What our pay gap reflects

Our pay gap reflects the structure of our workforce: a high proportion of women work in frontline care roles, while women also hold significant positions in our senior leadership — both of which shape our overall figures.

We are committed to fairness and transparency and continue to review how we reward and develop our people.

HOURLY PAY

Pay Gap Figures

MEDIAN PAY GAP

8.3%

IN FAVOUR OF MEN

The median gap is driven by the higher proportion of women working in frontline care roles, which tend to sit in lower pay bands across our organisation.

MEAN PAY GAP

-2.7%

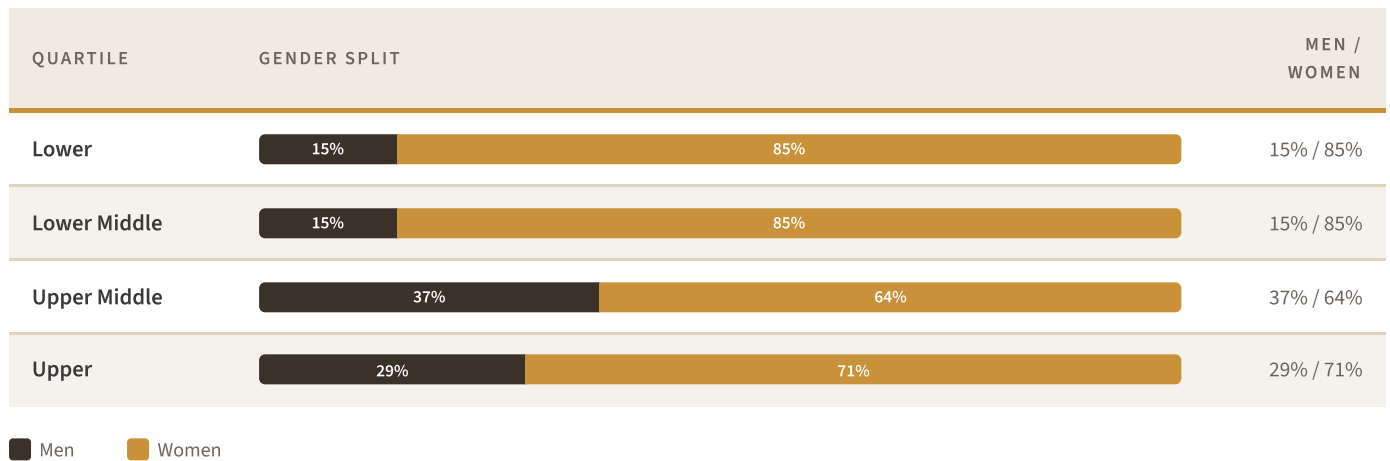
IN FAVOUR OF WOMEN

The mean gap is negative, reflecting the strong representation of women in senior leadership positions across Surecare Group.

WORKFORCE BREAKDOWN

Pay Quartiles

Our workforce is divided into four equal pay bands from lowest to highest paid. The table below shows the proportion of men and women in each band.



What this tells us

Women make up the large majority of employees at every level of our organisation. At the upper quartile, 71% of the highest-paid roles are held by women — reflecting the meaningful progress we have made in senior leadership representation. In frontline care, 85% of staff are women, which continues to shape our overall median pay gap.

BONUS PAY

Bonus Pay Gap

MEAN BONUS GAP

-168.4%

In favour of women

MEDIAN BONUS GAP

-361.5%

In favour of women

Where bonuses were paid, women received higher amounts on average, reflecting the distribution of women across senior roles within our organisation.

EMPLOYEES RECEIVING BONUS PAY



4.4%

of women received a bonus



6.5%

of men received a bonus

OUR COMMITMENT

Fairness & Transparency

We are committed to fairness and transparency and continue to review how we reward and develop our people.

We recognise that a diverse and inclusive workforce is central to everything we do at Surecare Group, and we will continue to work to attract and retain the best people — regardless of sex, gender, age, ethnicity, beliefs, or background.

Liam Crowley

FINANCE MANAGER — SURECARE GROUP