

## Akari Care Limited - Gender Pay Gap Report 2022

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

### Gender Pay Figures

The information below shows the median and mean gender pay gap and bonus pay gap for Akari Care Limited (“Akari Care”) based on hourly rates of pay as at the snapshot date of 5 April 2022, and bonuses paid in the year to 5 April 2022:

Difference in hourly rate of pay – mean	11.3%
Difference in hourly rate of pay – median	0.0%
Difference in bonus pay – mean	44.2%
Difference in bonus pay – median	27.8%
Percentage of Males who received bonus pay	9.1%
Percentage of Females who received bonus pay	5.7%

The proportion of male and female colleagues within each quartile band was as follows:

Quartile	Female	Males
Upper: 75-100% of full-pay relevant employees	82.6%	17.4%
Upper middle: 50-75% of full-pay relevant employees	87.9%	12.1%
Lower middle: 25-50% of full-pay relevant employees	92.2%	7.8%
Lower: 0-25% of full-pay relevant employees	84.2%	15.8%

### Understanding the Gap

Akari Care’s workforce continues to be made up of significantly more female than male colleagues. This profile remains common across the social care sector. Akari Care’s lower paid roles, including domestic and care colleagues, are predominantly undertaken by females. However, this is also offset by other more senior roles such as home manager or nurse, being mainly undertaken by females.

At the snapshot date, Akari Care employed 171 males (2021: 214) and 1,117 females (2021: 1,288), being 13.3% and 86.7% of total colleagues, respectively. During the snapshot period, just over 25% of Akari Care colleagues were excluded from the snapshot for reasons including maternity leave, sickness absence or commencing/leaving employment in the snapshot period. This was significantly higher than the equivalent snapshot period of 2021 (16%), but consistent with guidance on the preparation of the snapshot.

Akari Care has reported a decreased mean hourly pay gap of 11.3% (2021: 11.7%). This gap further decreases to 4.4% when excluding male statutory directors. There is no difference in the median hourly rate of pay between male and female colleagues.

I confirm the information contained in this statement is accurate.

Oliver Lightowers  
**Chief Executive Officer**  
27 March 2023