

## Akari Care Limited - Gender Pay Gap Report 2023

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 2023, and bonuses paid in the year to 5 April 2023:

Difference in hourly rate of pay – mean	2.7%
Difference in hourly rate of pay – median	0.9%
Difference in bonus pay – mean	48.2%
Difference in bonus pay – median	33.3%
Percentage of Males who received bonus pay	10.9%
Percentage of Females who received bonus pay	10.9%

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	80.7%	19.3%
Upper middle: 50-75% of full-pay relevant employees	82.6%	17.4%
Lower middle: 25-50% of full-pay relevant employees	85.3%	14.7%
Lower: 0-25% of full-pay relevant employees	86.1%	13.9%

### 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 240 males (2022: 171) and 1,228 females (2022: 1,117), being 16.4% and 83.6% of total colleagues, respectively. During the snapshot period, 313 Akari Care colleagues (2022: 469) were excluded from the snapshot for reasons including maternity leave, sickness absence or commencing/leaving employment in the snapshot period. This was less than the snapshot period for 2022, and consistent with guidance on the preparation of the snapshot. Akari Care has reported a decreased mean hourly pay gap of 2.7% (2022: 11.3%).

I confirm the information contained in this statement is accurate.

Oliver Lightowlers  
**Chief Executive Officer**

**26 March 2024**