

Akari Care Limited - Gender Pay Gap Report 2024

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap 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 2024, and bonus payments made in the year to 5 April 2024:

Difference in hourly rate of pay – mean	10.6%
Difference in hourly rate of pay – median	0.6%
Difference in bonus pay – mean	42.9%
Difference in bonus pay – median	(65.5)%
Percentage of Males who received bonus pay	7.0%
Percentage of Females who received bonus pay	6.6%

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	84.3%	15.7%
Upper middle: 50-75% of full-pay relevant employees	78.7%	21.3%
Lower middle: 25-50% of full-pay relevant employees	80.6%	19.4%
Lower: 0-25% of full-pay relevant employees	85.3%	14.7%

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 are predominantly undertaken by females. However, this is also offset by other more senior roles including regional manager, home manager and nurse, being mainly undertaken by females.

At the snapshot date, Akari Care employed 281 males (2023: 240) and 1,300 females (2023: 1,228), being 17.8% and 82.2% of total colleagues, respectively. During the snapshot period, 145 Akari Care colleagues (2023: 313) were excluded from the snapshot for reasons including maternity leave, sickness absence or commencing/leaving employment in the snapshot period. This was significantly less than the snapshot period for 2023, and consistent with guidance on the preparation of the snapshot.

Akari Care has reported an increased mean hourly pay gap of 10.6% (2023: 2.7%). This increase is attributable to three male non-executive directors who have also left the business in the period since April 2024. After excluding these non-executive directors from the snapshot, the mean hourly pay difference is (0.5%) in favour of female colleagues and the difference in median pay reduces to 0.3%.

I confirm the information contained in this statement is accurate.

Oliver Lightowlers
Chief Executive Officer
6 March 2025