

Akari Care – Gender Pay Gap Report 2025

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 the difference in average earnings 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 and Akari Care Cymru (together “Akari Care”) based on hourly rates of pay as at the snapshot date of 5 April 2025, and any bonus payments made in the year to 5 April 2025:

Difference in hourly rate of pay – mean	1.0%
Difference in hourly rate of pay – median	1.8%
Difference in bonus pay – mean	37.4%
Difference in bonus pay – median	(40.9%)
Percentage of Males who received bonus pay	6.8%
Percentage of Females who received bonus pay	6.4%

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	77.8%	22.2%
Upper middle: 50-75% of full-pay relevant employees	79.1%	20.9%
Lower middle: 25-50% of full-pay relevant employees	81.6%	18.4%
Lower: 0-25% of full-pay relevant employees	81.1%	18.9%

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

At the snapshot date, Akari Care employed 354 males (2024: 281) and 1,415 females (2024: 1,300), being 20.0% and 80.0% of total colleagues, respectively. During the snapshot period, 322 Akari Care colleagues (2024: 145) were excluded from the snapshot for reasons including receiving statutory payments such as maternity in the period, sickness absence, nil pay in the period or commencing/leaving employment in the snapshot period. This was significantly more than the snapshot period for 2024 and consistent with guidance on the preparation of the snapshot.

Akari Care has reported a decreased mean hourly pay gap of 1.0% (2024: 10.6%). This decrease is attributable to a lower number of employed male non-executive directors in the current snapshot period versus the prior period snapshot. If the remaining male director were excluded from the current snapshot period the mean hourly pay gap would reduce further to (2.0%) in favour of females colleagues and the difference in median pay reduces to 1.7%.

Akari Care remains committed to promoting equality, diversity and inclusion across our workforce. We recognise the importance of understanding our gender pay gap and taking appropriate steps to ensure fairness in pay and opportunity for all colleagues.

I confirm the information contained in this statement is accurate.

Oliver Lightowlers
Chief Executive Officer
27 March 2026