

Gender Pay Report 2025

Choice Support believes in treating all our employees fairly and in accordance with our legal obligations, part of that is ensuring that people of all genders are paid the same for work of equal value.

Every year we are required to calculate and publish our gender pay gap. We believe that this is an important step towards greater transparency about gender differences in pay that will in time help society achieve an improved gender equality.

According to the Office for National Statistics the average gender pay gap across all organisations that are required to report was 7.0% in April 2024.

The results of our report for April 2024 are as follows:

The difference in the mean full pay of men and women	-3.28%
The difference in the median full pay of men and women	-4.07%
The difference in mean bonus pay of men and women	30.27%
The difference in median bonus pay of men and women	75%

Positive numbers favour men and negative numbers favour women.

There were 80 bonus payments paid during the reporting period.

Mean bonus payments were £727.52 for women and £1,043.39 for men.

Median bonus payments were £250 for women and £1,000 for men.

The reason for the significant gender pay gap in bonus payments is primarily due to £100 appreciation bonus payments in one Local Authority area and funded by the LA, paid to 33 support staff, only 1 of whom was a man. Another factor was senior managers performance related pay awards which were paid pro-rata to part-time staff, all of whom were women, which we acknowledge might indicate a wider societal gender equality issue that is hard to solve at organisational level.

Choice Support's total workforce is 77% female, 23% male and 0.1% non-binary.

The proportion of men and women in each of four quartile pay bands are as follows:

	Lower	Lower Middle	Upper Middle	Upper
Female	73%	74%	76%	77%
Male	27%	26%	24%	23%

Choice Support is satisfied that our pay rates are fair and free from any gender pay bias and believe that this view is supported by our gender pay report. We will continue to monitor and report on our gender pay gap and will address any issues raised.

Mark Ferry
Chief People Officer