

## **Gender Pay Report 2026**

Choice Support believes in treating all our employees fairly and in accordance with our legal obligations, part of that is ensuring that men and women are both 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 6.9% in April 2025.

The results of our report for April 2025 are as follows:

The difference in the mean full pay of men and women	0.43%
The difference in the median full pay of men and women	-0.91%
The difference in mean bonus pay of men and women	-100%
The difference in median bonus pay of men and women	-100%

Positive numbers favour men and negative numbers favour women.

There were 18 bonus payments paid during the reporting period.

Mean bonus payments were £554.17 for women and £0 for men.

Median bonus payments were £500.00 for women and £0 for men.

The reason for the significant gender pay gap in bonus payments, in favour of women, is because the only bonus payments made were paid to all the employees in one staff team, all of whom were women. These were retention payments that were introduced several years ago to address concerns with staff turnover in that service. The payments have been successful in reducing turnover and we are satisfied that they are appropriate and justified for the needs of that service, which requires an all female staff team, because the nature of the work.

Choice Supports total workforce is 74% female, 26% male. For the gender pay gap report we are required to report on just the two categories of male and female. We are very grateful to the staff who have shared with us that they are non-binary. The percentage of staff who have done so remains under 1%.

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

	Lower	Lower Middle	Upper Middle	Upper
Female	73%	72%	74%	74%
Male	27%	28%	26%	26%

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