

Gender Pay Gap Report 2025

superiorhealthcare.co.uk



**Superior
Healthcare**



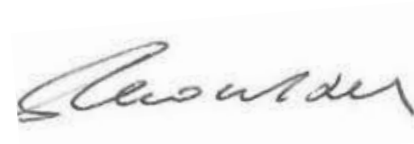
About us

We are a family run business and we are committed to putting people first and to work in an environment where everyone is recognised for their contribution.

Fairness, inclusion and respect form part of our core beliefs and this is communicated through our Company values of Passion for Quality, One Family and Inspiring Leadership.

We continue to demonstrate our commitment towards equal pay, and our gender pay gap of -15.7% is a direct result of our efforts. This is also reflective of the healthcare industry trends where there is more female than male employees in the sector as a whole.

I confirm that the Gender Pay Gap data contained in this report is accurate and has been produced in accordance with the guidance on 'Managing Gender Pay Reporting' developed by the Advisory, Conciliation and Arbitration Service (ACAS).



Stewart Thorp
Chief Executive Officer



Introduction

The Equality Act 2010 requires any legal entity with more than 250 employees to produce an annual report of the pay gap between its male and female employees.

This report has been produced in compliance with these regulations and provides the results of the statutory calculations based on the snapshot date of 05 April 2025.



Total Gender Distribution

As is reflected across the wider health and social care sector, Superior Healthcare Group employs more women than men, with a 90% female and 10% male workforce.



Gender Pay Gap 2025

The gender pay gap measures the difference between men and women’s earnings across the business by expressing women’s pay as a percentage of men’s pay.

The gender pay gap (mean) at Superior Healthcare Group in 2025 is -15.7%, meaning that women earned £1.14 for every £1 that men earned (comparing median hourly pay).

This is significantly below the national average (which for 2025 is 12.8%* which means that in the UK, men earn 12.8% more per hour than women).

This is attributed to the larger female demographic of Registered General Nurses employed in our operational teams and the higher percentage of female to male employees in senior positions.

We are pleased that we continue to improve our gender pay gap, as the figure for 2024 was -7.7% (meaning that women were earning 7.7% more than men).

	Mean	Median
Hourly Pay	-15.7%	-13.6%
Bonus Pay	49.50%	92%

*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2025>

Bonus Gap 2025

The bonus gap for 2025 is 49.5%, meaning that the bonuses received by men was 49.5% higher than the bonuses received by women.

This has increased from **14.64% in 2024**, however this is due to the number of males being in more senior roles receiving bonuses. In 2025, we saw an increase of women receiving bonuses (up by 1 to 30), which represents **5%** of our female population, compared to a decrease of **1%** of men, down to **3%** (2 men in total).

The **49.5%** bonus gap can be explained by the fact that out of the 2 men that received a bonus in 2025, only 1 was in a senior position which inflated the average bonus figure for the male group.

In comparison, out of the 30 female employees within the female bonus group, only **20%** were in senior positions, which decreased the average bonus figure for the female group.

The fact only 2 men received a bonus is linked to the overall ratio of men (**10%**) and women (**90%**) working at Superior Healthcare, and which is representative of the health and social care sector.

Following from last years bonus gap of **14.64%** the organisation has reviewed roles where bonuses can be achieved, however, with only a small number of men receiving a bonus, any higher bonuses paid within that group will continue to impact the average figure for the entire group.



3%

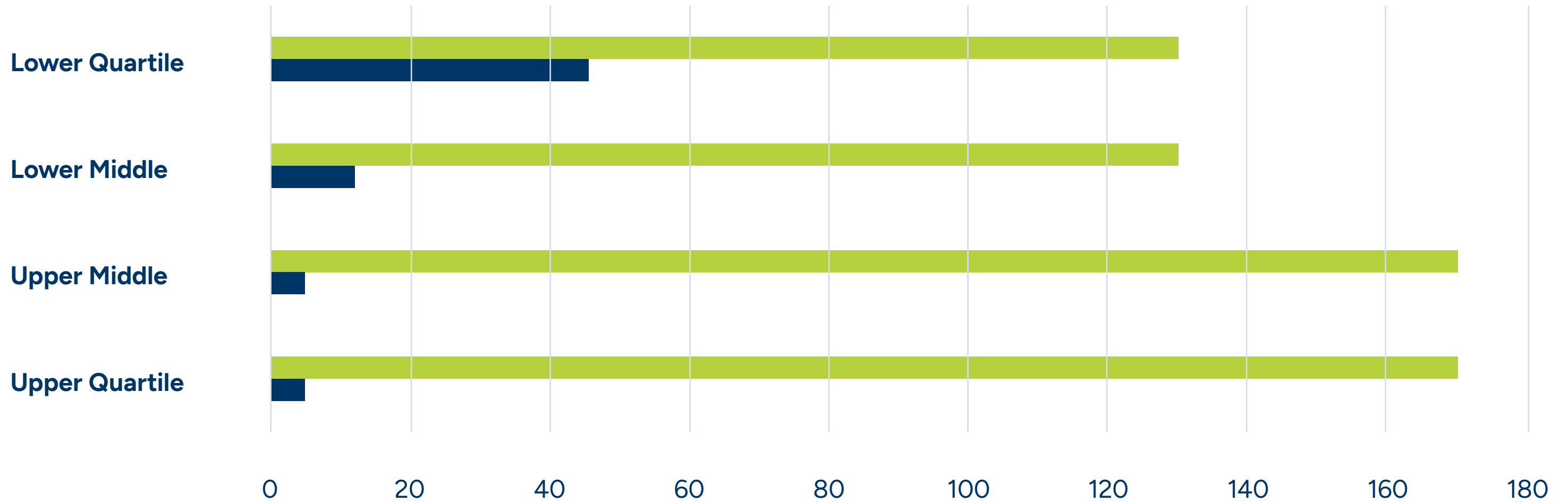


5%

Pay Quartiles by Gender

The below table illustrates the gender distribution at the Superior Healthcare Group across **4 equally sized quartiles**, each containing **175 employees**.

● Male
● Female



Our Ongoing Commitment to Equal Pay

The analysed data confirms that we pay our employees fairly, based on their skills and qualifications.

We will continue to take action to address any gaps, ensuring our policies and practices are fair and consistent, and that we employ people with the right mix of talent, skills and potential to provide the best quality care to our clients.

The steps that we have taken to ensure that we will continue our commitment towards equal pay:

- + Our recruitment policy is and has always been to recruit the right person for the job regardless of gender, race and ethnicity.
- + We continue to benchmark salaries and bonuses to ensure equal and fair pay for the role they are recruited to do.
- + We will continue to review our bonus schemes for different areas of the business, as well as review our bonus policies to ensure that they are gender neutral, and that all roles that are eligible for a bonus reward has the same bonus opportunity and bonus levels regardless of gender.
- + We continue raising awareness about the benefits of working in care and building knowledge about what care roles involve in order to attract more men to work in health and social care.
- + We have a talent strategy which focuses on performance and potential regardless of gender, race and ethnicity.
- + We will continue investing in career and development opportunities for all our team members, including fully paid apprenticeships and diplomas that they complete whilst working for us.
- + We will continue promoting wellbeing support and advice to all our teams, offering various recognition and engagement schemes and running employee involvement programmes.
- + We will support requests for flexible working and have a good mix of full-time and part-time employees.



Superior
Healthcare

Gender Pay Gap Report **2025**

superiorhealthcare.co.uk