

Cera Care Group

Gender Pay Gap Report 2024



Introduction

Gender Pay Gap Reporting is an essential component of Cera's commitment to fostering an equitable and inclusive workplace – creating equal opportunities regardless of gender, race, disability or background.

The below provides an overview of the gender pay gap across the Cera Care Group in 2024, highlighting key data to ensure transparency in our compensation practices.

Understanding terms used in this report

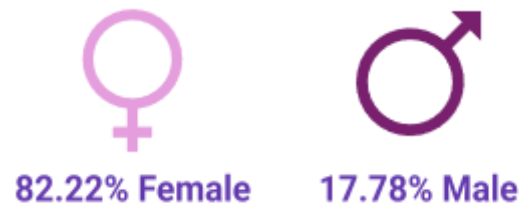
- The **median gender pay gap** is the difference between the midpoint hourly earnings of men and women, showing what the "typical" pay difference is within an organisation.
- The **mean gender pay gap** is the difference between the average hourly earnings of men and women, calculated by dividing the total pay of each group by the number of employees.
- The **median is considered more representative** than the mean because it is less affected by extremely high or low salaries, giving a **better indication of the typical pay gap**.

Snapshot date

The data in this report is from a **snapshot taken on 5th April 2024**.

Overview

The **Cera Care Group** is made up of three employing entities: **Cera Care Carers Ltd.**, **Cera Care Central Ltd.**, and **Cera Care Technology Ltd.** Across these three entities, as of 5th April 2024, our workforce was **82.22% female**, and **17.78% male**, meaning women made up the large majority of our workforce.



Key statistics: hourly pay

At an overall group level, the Cera Care Group had a **median gender pay gap of -1.1% in favour of women**, meaning **women were paid more than men** for every hour they worked.

Cera Care Carers Ltd. made up by far the largest population in the group, accounting for **78.7% of all employees**. Within Cera Care Carers Ltd, we had a **negative median hourly gender pay gap of -1.7% in favour of women, meaning women earned more than men for every hour they worked**. This is in contrast with a UK health and social care sector average pay gap of 11.2% in favour of men.

Cera Care Central Ltd. made up the second largest population within the group, accounting for **19.6% of all employees**. Within Cera Care Central Ltd, we had a negative median hourly gender pay gap of **-4.2%, meaning for every £1 men earned, women earned £1.042**. Again, this is in contrast with a UK health and social care sector average pay gap of 11.2% in favour of men.

Cera Technology Ltd is the smallest employing entity within the group, accounting for **1.65% of all employees**. Reflecting trends across the STEM sectors, it is the only employing entity where we have more men (76.23%) than women (23.77%). In this group, we had a **relatively small median hourly pay gap of 2.3% in favour of men, meaning for every £1 a man earned, women earned c. £0.98**.

Hourly Pay Gap

Population	Male %	Female %	Mean Hourly Pay Gap	Median Hourly Pay Gap
Cera Care Group	17.78%	82.22%	12.40%	-1.10%
Cera Care Carers Ltd	16.90%	83.10%	-1.10%	-1.70%
Cera Care Central Ltd	16.37%	83.63%	13.5	-4.20%
Cera Technology Ltd	76.23%	23.77%	7.70%	2.30%

Bonus Pay Gap

Across the group as a whole, we had a **median bonus pay gap of 0%**, meaning there was no gap.

This also applied across Cera Care Central Ltd .

At **Cera Technology Ltd**, we had a **negative mean bonus pay gap of -64.30%** in favour of women.

Population	% Males Receiving Bonus	% Females Receiving Bonus	Mean Bonus Pay Gap	Median Bonus Pay Gap
Cera Care Group	7.11%	1.54%	71.10%	0%
Cera Care Carers Ltd	0%	0%	0%	0%
Cera Care Central Ltd	32.20%	6.31%	74.60%	0%
Cera Technology Ltd	15.05%	48.28%	-64.30%	79.50%

Our commitment to advancing women's careers

Cera invests continuously in **learning and development** and **equal opportunities** to support women – empowering them to **progress into more senior roles, flourish through all stages of their careers**, and **creating equity** for women across all departments.

50% of Cera's management team are women. In 2024 alone, women at Cera received over **153,000 hours of training**, reflecting our commitment to helping women advance in their careers.

In 2024, we also launched **Cera Women**, a new employee resource group dedicated to **empowering women with financial autonomy and equal career opportunities**, regardless of their ethnicity, age or background, and **supporting them through the various transitions they may face** in their careers, from maternity to menopause. **Cera Women supports women to advocate for themselves and advance into more senior roles**, offering enhanced guidance on how to progress through **Cera's Career Pathways**, benefit from Cera's **dedicated Lead to Succeed and Well Led training** (fully endorsed by Skills for Care) for managers and leaders, and more.

Cera is also a member of the Menopause Friendly Association, offering enhanced care, resources, flexibility and support for women going through menopause. **Menopause is a major overlooked factor in economic inactivity which stops 60,000 UK women from working at any given time, at a cost to the economy of £1.5 billion a year.** This affects gender equality at work and at home. Cera offers **guidance, expert resources, enhanced flexibility and peer support** for women going through menopause - **supporting them to remain at work.**

Cera's Menopause schemes reflect our overall commitment to getting Britain Back to Work. **In 2024, we launched a cross-sector Back to Work coalition – combatting poverty and creating jobs for the unemployed and economically inactive.** In 2024, **25% of new Cera employees were previously unemployed**, reflecting our commitment to creating jobs and rebuilding lives, and **5% were people living with a disability – more than twice the industry average.** To build on this, we have set a **bold new target for 10% of new employees** over the next year to be **people returning to the workforce after a longer period of economic inactivity.** Cera offers a comprehensive package of **practical and emotional support to make coming back to work easier** for these recruits – aiming to tackle deep-rooted socioeconomic inequalities, **rebuilding lives and establishing financial autonomy for marginalised individuals and communities.**

Full Gender Pay Gap Data

Company	Male %	Female %	Mean Hourly Pay Gap	Median Hourly Pay Gap	% Males Receiving Bonus	% Females Receiving Bonus	Mean Bonus Pay Gap	Median Bonus Pay Gap	Upper Quartile M/F %	Upper Middle Quartile M/F %	Lower Middle Quartile M/F %	Lower Quartile M/F %
Cera Care Group	17.78%	82.22%	12.4%	-1.10%	7.11%	1.54%	71.10%	0.00%	19.64% / 80.36%	16.48% / 83.42%	18.50% / 81.50%	17.03% / 82.97%

Company	Male %	Female %	Mean Hourly Pay Gap	Median Hourly Pay Gap	% Males Receiving Bonus	% Females Receiving Bonus	Mean Bonus Pay Gap	Median Bonus Pay Gap	Upper Quartile M/F %	Upper Middle Quartile M/F %	Lower Middle Quartile M/F %	Lower Quartile M/F %
Cera Care Carers Ltd	16.90%	83.10%	-1.10%	-1.70%	0.00%	0.00%	0.00%	0.00%	15.76% / 84.24%	16.59% / 83.41%	18.64% / 81.36%	17.10% / 82.90%
Cera Care Central Ltd	16.37%	83.63%	13.50%	-4.20%	32.20%	6.31%	74.60%	0.00%	20.86% / 79.14%	11.35% / 88.65%	17.48% / 82.52%	24.00% / 76.00%
Cera Technology Ltd	76.23%	23.77%	7.70%	2.30%	15.05%	48.28%	-64.30%	79.50%	90.00% / 10.00%	61.29% / 38.71%	83.87% / 16.13%	70.00% / 30.00%

Conclusion

Overall, the 2024 data for Cera Care Group demonstrates our commitment to equal opportunities and pay for women.

With a **negative median hourly gender pay gap of -1.1% in favour of women across the group, of -1.7% in favour of women across our largest population, and of -4.2% across our second largest population**, and a **0% bonus pay gap across the group**, we are pleased that the statistics in this report speak to **our values of financial autonomy, equity and opportunity for women**.

However, there is always further to go, and we will continue to work, both on **creating and promoting opportunities for career progression for women** across the group, as well as **continuing to create jobs and provide support for women in STEM** (science, technology, engineering and mathematics).

Annabel Taylor

Annabel Taylor
Chief People Officer
For and on behalf of Cera Care Group