

Gender Pay Report 2024

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 balance.

According to the Office for National Statistics the average gender pay gap across all organisations that are required to report was 14.3% in April 2023.

The results of our report for April 2023 are as follows:

The difference in the mean full pay of men and women	2.18%
The difference in the median full pay of men and women	-1.14%
The difference in mean bonus pay of men and women	-10.76%
The difference in median bonus pay of men and women	17.95%

Positive numbers favour men and negative numbers favour women.

There were 89 bonus payments paid during the reporting period.

Mean bonus payments were £321 for women and £290 for men.

Median bonus payments were £205 for women and £250 for men.

Choice Supports total workforce is 77% female, 23% male and 0.1% transgender.

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

	Lower	Lower Middle	Upper Middle	Upper
Female	73%	79%	81%	75%
Male	27%	21%	19%	25%

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