

Gender Pay Gap Report 2024

iDirect Independent Living Ltd
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At a Glance

Our headline figures show that iDirect Independent Living has a significantly smaller gender pay gap than both the national average and the health and social care sector average. Women are well represented across all levels of the organisation, including in our highest-paid roles.

1.8% MEAN PAY GAP UK average: 14.3%	0.0% MEDIAN PAY GAP UK average: 7.7%	-6.2% MEAN BONUS GAP Women received more	0.0% MEDIAN BONUS GAP Equal at midpoint
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What Is the Gender Pay Gap?

The gender pay gap measures the difference in average hourly pay between men and women across an organisation. It is not the same as equal pay, which is the legal requirement to pay men and women the same for the same or equivalent work. A gender pay gap can exist even where men and women are paid equally for identical roles, because it reflects the distribution of men and women across different levels and types of work within the organisation.

At iDirect Independent Living, all support colleagues, whether men or women, are paid the same hourly rate for the same role. Among our salaried colleagues, pay is set by designation, with the only variation being modest differences based on individual experience, applied equally regardless of gender. Where a small gap exists, it is driven by the needs of the people we support. In some cases, the person being supported requires a male colleague for reasons of safety, dignity, or personal preference, and these particular placements may attract a higher pay band due to the complexity of the support involved. This is a person-centred matching decision, not a gender-based pay decision.

How We Pay Our Colleagues

Our pay structure is built on a straightforward principle: the same role receives the same pay, regardless of gender.

Support Colleagues

All support colleagues, whether men or women, are paid the same hourly rate for the same role. There is no variation by gender.

Salaried Colleagues

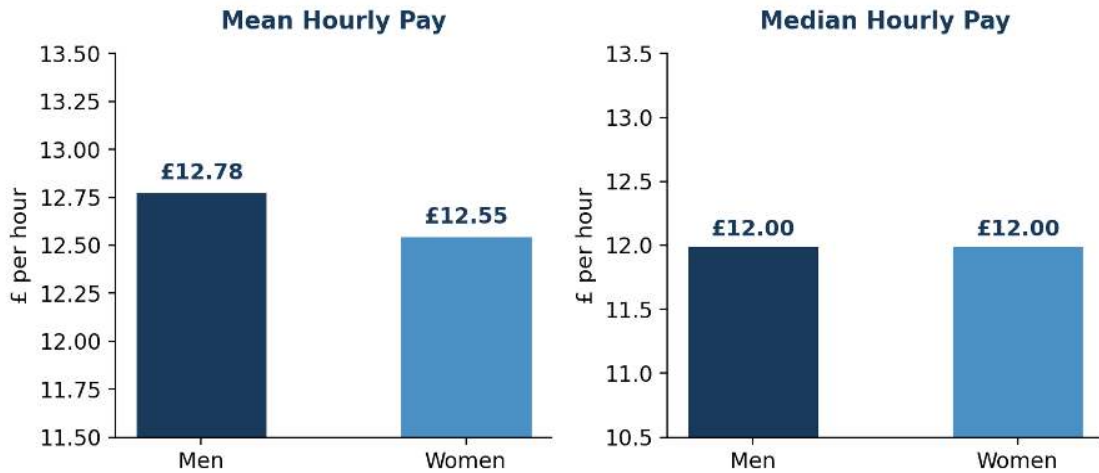
Salaried roles are paid by designation. Where colleagues in the same designation receive slightly different salaries, this reflects individual experience, not gender. The same principles apply to everyone.

Why a Small Gap Exists

Some of the people we support require a male colleague for reasons of safety, dignity, or personal preference. These placements can attract a higher pay band due to the complexity of the support involved. This person-centred matching, combined with modest experience-based variation among salaried colleagues, accounts for our small pay gap. It is not a reflection of unequal pay.

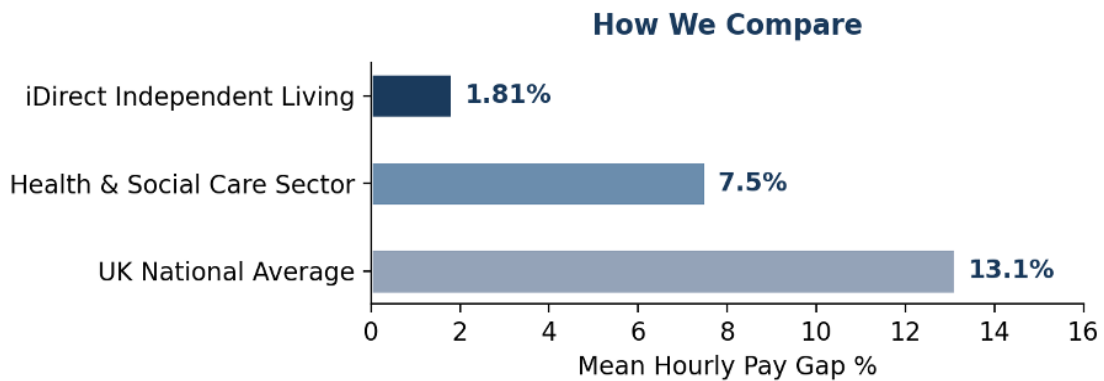
Hourly Pay

Our mean hourly pay gap of 1.8% and median gap of 0.0% are both significantly below the UK national averages and below the health and social care sector average. All support colleagues are paid the same rate for the same role regardless of gender. The small mean gap that does exist is driven primarily by person-centred matching: where the people we support require a male colleague for reasons of safety, dignity, or personal preference, these placements may attract a higher pay band due to the complexity involved. Among salaried colleagues, pay is set by designation with minor variations reflecting individual experience. Neither factor is a gender-based pay decision. Notably, our median pay gap is zero, meaning that at the midpoint of the workforce, men and women are paid identically.



How We Compare

When set against the wider picture, our pay gap is notably small. The UK national mean gender pay gap for all employees stands at 14.3%, and the health and social care sector average is 7.8%. Our mean gap of 1.8% places us well ahead of both benchmarks.

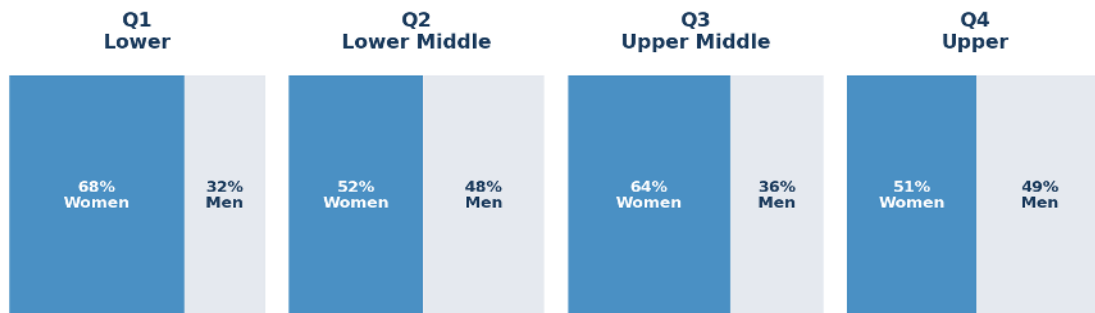


Pay Quartiles

When we divide our workforce into four equal groups ranked by hourly pay, from the lowest paid (Q1) to the highest paid (Q4), the picture is striking. Women make up the majority in every pay quartile, with particularly strong representation in the lower (68.3%) and upper middle (63.5%) quartiles. Women also hold a slight majority in the highest-paid quartile (50.8%), demonstrating that women are present throughout the pay structure and are not concentrated in lower-paid roles.

Quartile	Women	Men	
Q1 (Lower)	68.3%	31.7%	Lowest paid
Q2 (Lower Middle)	52.4%	47.6%	
Q3 (Upper Middle)	63.5%	36.5%	
Q4 (Upper)	50.8%	49.2%	Highest paid

Pay Quartile Distribution

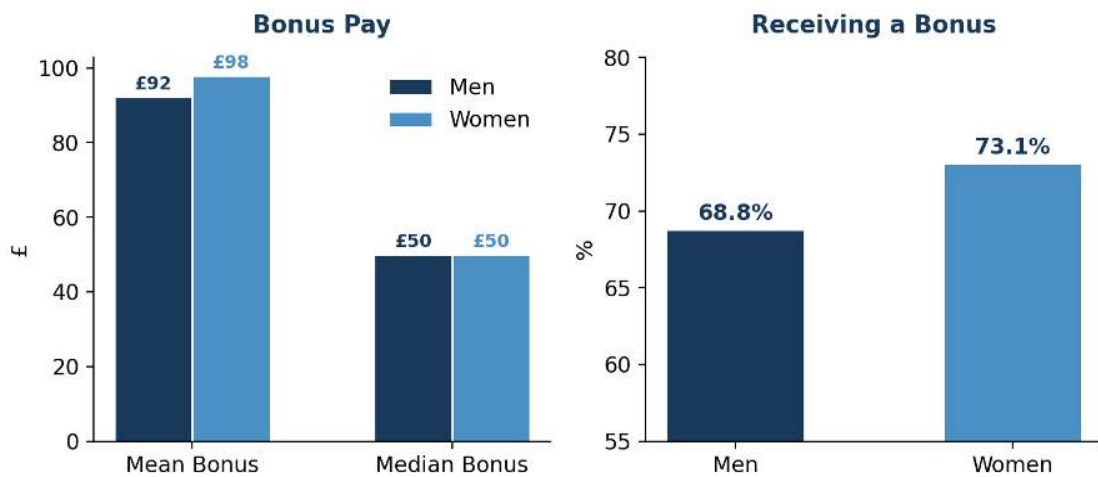


Women hold the majority of positions in every pay quartile, including 50.8% of the highest-paid quartile. Across all four quartiles, women are well represented, with particularly strong representation in Q1 (68.3%) and Q3 (63.5%). This reflects our workforce composition and demonstrates that women are not concentrated in lower-paid roles but are present throughout the pay structure.

Bonus Pay

Our bonus data tells a positive story. On average, women at iDirect Independent Living received higher bonus payments than men during the reporting period. At the median, bonus pay was equal between men and women, and a higher proportion of women received bonus payments overall.

Measure	Men	Women	Gap
Mean Bonus	£92.17	£97.91	-6.2%
Median Bonus	£50.00	£50.00	0.0%
Proportion receiving bonus	68.8%	73.1%	

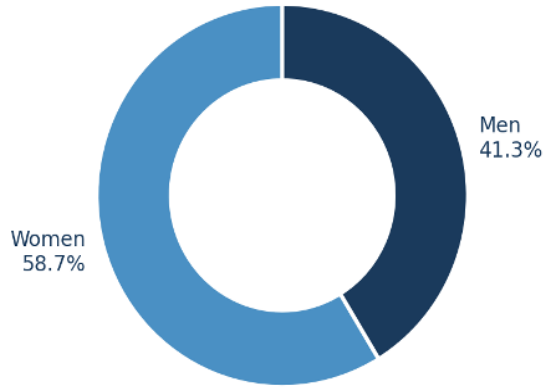


The mean bonus gap of -6.2% indicates that, on average, female colleagues received slightly higher bonus payments than their male counterparts. The median bonus for both men and women was £50, showing parity at the midpoint. A higher proportion of women (73.1%) received a bonus compared to men (68.8%), reflecting equitable distribution of reward across the organisation.

Our Workforce

iDirect Independent Living operates in the health and social care sector, where women traditionally represent the majority of the workforce nationally. Our organisation reflects this pattern whilst ensuring that career progression and pay remain equitable regardless of gender.

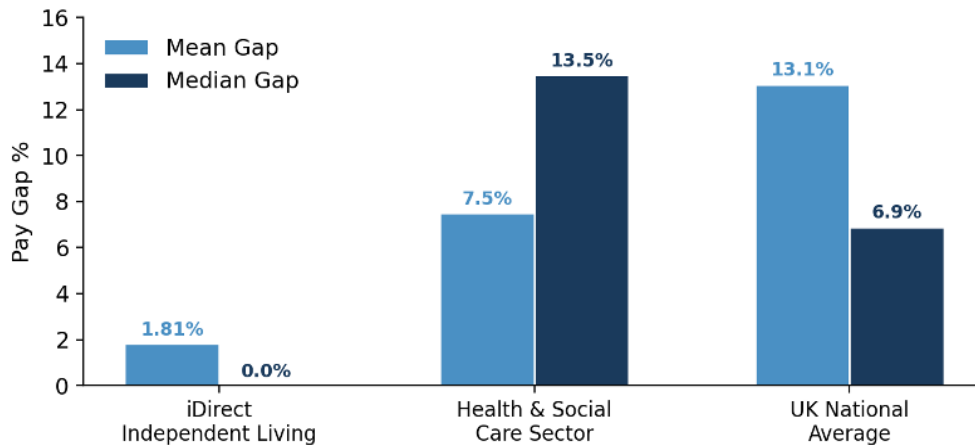
Workforce Composition



Pay Gap in Context

The chart below places our mean and median pay gaps alongside the health and social care sector and the UK national average. Our figures compare favourably across both measures, demonstrating that our pay practices are fair and broadly equitable.

Pay Gap Comparison



Our Commitment

While our figures compare very favourably to both the sector and national averages, we are not complacent. We are committed to ongoing work to ensure fairness, transparency, and opportunity across our organisation.

Fair Recruitment

We continue to review our recruitment practices to ensure they attract and support candidates of all backgrounds, with transparent pay scales from the point of advertising.

Career Progression

We invest in development and internal progression pathways so that all colleagues, regardless of gender, have the opportunity to advance into senior roles.

Ongoing Monitoring

We will continue to monitor our pay data regularly, going beyond the annual reporting requirement, to identify and address any emerging gaps before they widen.

Declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name: __Vinesh Kumar_____

Position: _Founder/Director_____

Date: _____