

Gender Pay Gap Report 2025

FOR CARE VISIONS GROUP LIMITED



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Gender Pay Gap Report - Overview

As an employer with more than 250 staff, Care Visions Group Limited is required to undertake Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This applies to both employers in the public and the private sectors and requires them to publish the data from six calculations that show the difference between the average earnings of men and women in our organisation.

The Gender Pay Gap is different from the duties of an employer in the Equality Act relating to Equal Pay which requires organisations to ensure that men and women are paid the same for doing the same work or work of equal value. The Gender Pay Gap is the percentage difference between average hourly earnings for men and women regardless of the position held.

On 23 October 2025, the Office of National Statistics published its latest figures on the gender pay gap between men and women using median hourly earnings and found that the gender pay gap amount full-time employees in the United Kingdom was 6.9% among full-time employees which is a slight decrease from 2024 when the reported figure was 7.1%. Among all employees the gender pay gap decreased to 12.8% from 13.1% the previous year, citing that more women work in part-time jobs which, by comparison with full time jobs, have lower hourly median pay. The data shows that 84% of male employees were working in full-time roles compared to 60% of female employees.

At Care Visions Group Limited, our workforce is representative of the care sector where statistics show there are significantly more female employees than male employees. The recent data released from the Scottish Social Services Council (“SSSC”) on 30 September 2025 (Revised 21 November 2025), shows that for 2024 214,750 people worked in the Scottish social care sector. The total headcount in Residential Child Care in Scotland was 8,790 which is almost a 7% increase on 2023 with 2,720 of those working in the private sector. The gender split of the workforce directly related to Residential Childcare in Scotland was made up of 71% females and 29% males. (*information taken from Scottish Social Service Sector: Report on 2024 Workforce Data*)

At Care Visions Group Limited, our gender split across the organisation, as of the relevant date of 05 April 2025, is noted below:

	% FEMALE	% MALE
Children’s Services (all roles, Inc. sessional workers)	77	23

While this is reflective of the split of those applying for roles, there is little change in this figure from the 2024 reporting year. We continue to promote the importance that male carers have within the residential care setting as role models for our young people with the view of having more balanced staff teams in our services where appropriate and at the same time continue to promote that a career in care is not only for females.

Our figures do show that we continue to have a higher proportion of females to males than what the SSSC data shows for 2024.

Care Visions Group Limited has a good representation of females within our senior management and middle management roles (Residential Service Managers and above), as shown below. These figures have changed slightly from last year with the % of females in a management position decreasing from 78%.

	% FEMALE	% MALE
Senior Management and Middle Management Roles (Inc. Executive Management)	73	27

Gender Pay Gap Report – Our Statistics

We are confident that employment practices at Care Visions Group Limited means that all staff are paid in accordance with the salary scales applicable to their role and qualification status regardless of gender and our pay processes are applied fairly and consistently regardless of gender.

Gender Pay Gap

The mean gender pay gap is the difference between the average hourly pay for women and for men.

The median gender pay gap is the difference between the midpoints of average hourly pay for women and for men and is a better reflection of the typical pay experience across the organisation.

Our median pay gap for **full-pay relevant** employees is well below the figures cited for both Scotland and the Department of Health and Social Care.

	Mean Pay Gap (%)	Median Pay Gap (%)
Based on data from the Scottish Trades Union Congress and the ASHE (Scotland) Report:	10	3.5
Department for Health and Social Care – Gender Pay Gap Report 2025	7.5	13.5
Care Visions Group Limited	13.7	2.9

Our mean gender pay gap is influenced by the higher proportion of men working in full-time or close to full-time hours in our organisation, especially within our care teams, while a larger proportion of women work part-time or work on a sessional basis which increases the average male pay. The median pay gap is lower, indicating greater parity at typical role levels. Our median hourly pay gap is £0.50.

Gender Bonus Pay Gap

Care Visions Group Limited did pay bonuses during this reporting period and the gender split between those who received bonuses is shown below:

	% BONUS GAP FEMALE	% BONUS GAP MALE
Those receiving a Bonus Payment	-0.4	0

Our percentage bonus gap is -0.4, however due to the very small number of bonus payments made during the reporting period, the bonus gender pay gap is not considered meaningful.

Gender Pay Gap – Pay Quartiles

When analysing the pay gap and what may be impacting on it, we need to look at the pay quartiles which are set out by the Government Equalities Office. These quartiles are calculated by taking all male and female full pay relevant employees across the whole organisation and dividing them equally into four pay bands.

	Lower Quartile (%)	Lower Middle Quartile (%)	Upper Middle Quartile (%)	Upper Quartile (%)
Female	82.4	78.4	71.6	71.6
Male	17.6	21.6	28.4	28.4

While the above is indicative of the Care Sector in general and our overall staff split outlined at the start of this report, with our workforce being made up of 77% females and 23% males. We would have anticipated a general split of this manner, and this also demonstrates a level of consistency of genders across all the pay bands in the organisation.

Gender Pay Gap Report – Factors that Influence our Results

Care Visions Group Limited operates a salary sacrifice pension scheme. In line with statutory Gender Pay Gap reporting guidance, pay has been calculated using employees' ordinary pay **after** any salary sacrifice has been applied. This means that where an employee has chosen to participate in the salary sacrifice pension scheme, their reduced contractual pay is used for the purposes of the gender pay gap calculations.

Employees not considered full-pay relevant employees due to being on statutory leave or sick leave were excluded from the gender pay gap calculations, and any overtime payments were excluded. This year, 14 employees were excluded due to being on leave, 10 of whom were female.

Sessional workers who were paid on the snapshot date were included in the calculations, with pay and hours averaged over the preceding 13 weeks. As most of these employees are women, this will have had an impact on the mean gender pay gap. Out of 63 sessional workers 53 of them were female.

Care Visions Group Limited supports and promotes flexible working practices for all our staff where possible, but we acknowledge that the majority of these are being taken up by the female members

of our workforce, who also generally take up the part-time or sessional roles within the organisation. With 165 female staff working part-time hours of some variation. This data also impacts the figures in our Gender Pay Gap Report.

At the snapshot date of 05 April 2025, just over 69% of our staff were on a part-time contract, which has increased slightly from the previous year if we exclude those on zero-hour contracts. Out of the 69% of staff, 80% of these were female who requested part-time hours for a work-life balance, to support family commitments, a return to college/university or to suit their own personal commitments.

Care Visions will continue to look at ways in which we can promote and support flexible working practices for all employees, while appropriately delivering services to the young people we look after.

Gender Pay Gap Report – Final Statement

We are committed to ensuring fairness, transparency and equality across our organisation. Our gender pay gap reflects the structure of our workforce, including the distribution of men and women across different roles, levels and working patterns, rather than unequal pay for equal work.

We recognise that factors such as a higher proportion of women working part-time, the concentration of women in certain roles, and the gender composition of senior positions continue to influence our results. We remain confident that employees are paid consistently and equitably within roles, regardless of gender or working pattern.

We are committed to reducing our gender pay gap over time by addressing structural barriers, supporting flexible and part-time working at all levels, ensuring fair and transparent recruitment and progression practices, and promoting inclusive workforce representation. We will continue to monitor our data, review our practices, and take proportionate, meaningful action to support long-term improvement.

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