



# **Bluebird Care (Clare) Gender Pay Gap Report 2025**

## **Section 1 – Introduction**

Bluebird Care (Clare) is pleased to publish our first Gender Pay Gap Report. Organisations with 50 or more employees are being asked to report on their Gender Pay Gap for the first time in 2025.

This report reflects our commitment to transparency, diversity, equality, and inclusion in the workplace. It covers the 2025 reporting cycle, using a snapshot date of 30<sup>th</sup> June 2025.

We publish our Gender Pay Gap and Gender Bonus Pay Gap, based on the requirements of the Gender Pay Gap Information Act 2021.

### **Our Workforce Profile**

As of 30<sup>th</sup> June, Bluebird Care (Clare) employed 91 employees, consisting of 85 (93%) females and 6 (7%) males. Of these employees, 13 were full-time employees (13 female and 0 male), with 78 part-time employees (72 female and 6 male).

### **Our Commitment**

At Bluebird Care (Clare) we are committed to creating a fair and equitable workplace where all employees are valued and have equal opportunities for growth and development. We recognise that gender pay gap reporting is an important step towards understanding and addressing workplace equality challenges. This report enables us to identify areas where we can improve and take meaningful action to create a more inclusive organisation.

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## **Section 2 – Understanding the Gender Pay Gap**

### **What is the Gender Pay Gap?**

The gender pay gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees. It is often driven by the distribution of male and female employees across the different levels of an organisation.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics including basic pay, allowances, overtime, and performance-related bonuses where applicable.

### **Gender Pay Gap vs. Equal Pay**

It is important to distinguish between the gender pay gap and equal pay:

- **Equal Pay** refers to the principle that men and women should receive equal pay for doing the same job or work of equal value. Employers cannot discriminate in terms of pay based on any of the nine grounds of discrimination, including gender.
- **The Gender Pay Gap** measures the difference in average earnings across the entire organisation, regardless of role or level.

### **What the Gender Pay Gap Tells Us**

The presence of a gender pay gap does not indicate that an organisation is not complying with equal pay principles. Rather, it may suggest that there is a gender imbalance across different levels of an organisation. A gender pay gap typically indicates that men and women are not equally represented at different organisational levels and/or that men and women have different working patterns (e.g., part-time vs. full-time, anti-social hours) within the organisation.

Gender pay gap reporting does not identify discrimination or bias directly, but it can highlight important workplace challenges.

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## **Section 3 – Results**

The data analysed for this report is taken from the selected snapshot date on 30<sup>th</sup> June 2025. The reporting period is the 12-month period immediately preceding and including the snapshot date.

### **ALL STAFF**

**Mean Gender Pay Gap in Hourly Pay:** - 0.68%

**Median Gender Pay Gap in Hourly Pay:** -1.15%

*Note: A positive percentage indicates that male employees earn more on average; a negative percentage indicates that female employees earn more on average.*

## PART-TIME STAFF

**Mean Gender Pay Gap in Hourly Pay:** - 0.68%

**Median Gender Pay Gap in Hourly Pay:** -1.28%

*Note: A positive percentage indicates that male employees earn more on average; a negative percentage indicates that female employees earn more on average.*

## TEMPORARY STAFF

**Mean Gender Pay Gap in Hourly Pay:** N/A

**Median Gender Pay Gap in Hourly Pay:** N/A

## BONUS AND BENEFITS

	MALE	FEMALE
Portion of staff receiving a bonus	0%	0%
Portion of staff receiving Benefits in Kind	0%	0%

**Mean Bonus Gender Pay Gap:** N/A

**Median Bonus Gender Pay Gap:** N/A

## PAY QUARTILE DISTRIBUTION

Quartile	MALE	FEMALE
Lower Quartile	9%	91%
Lower Middle Quartile	13%	87%
Upper Middle Quartile	4%	96%
Upper Quartile	0%	100%

*Our overall employee split is 93% female to 7% male.*

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## Section 4 – Understanding Our Gender Pay Gap

While it is challenging to identify the full breadth of reasons that contribute to gender pay gap results, several key factors are relevant to Bluebird Care (Clare)

The care industry has traditionally had a higher proportion of female employees than many other sectors. The profile of our workforce is typical of the industry and can influence the results of our gender pay gap analysis

It is important to note that this analysis is carried out on data from across a 12 - month period. Depending on changes to employee working patterns, changes to employee headcount and organisational structure gender pay gaps may fluctuate monthly..

Within part time positions the gender pay gap is weighted towards females as more females than males tend to work in part-time roles within our organisation

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## **Section 5 – Actions to Address the Gender Pay Gap**

The implementation of annual gender pay gap reporting is a useful tool for Bluebird Care (Clare) to monitor gender representation and diversity across the organisation. It helps create a more equitable workplace and assists in guiding our diversity and inclusion strategy.

We embrace the diversity of culture and gender amongst our employees. Given that the health care sector has traditionally a more female orientated workforce we take the opportunity to increase our focus on gender diversity in the workplace

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### **Conclusion**

Bluebird Care (Clare) is committed to creating a workplace where all employees, regardless of gender, have equal opportunities to thrive and advance. We believe that this can be assisted through gender pay gap reporting.

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