

GENDER PAY GAP REPORT

2025



HASCS 



HASCS was founded in 2017 with a vision to provide committed quality nurse led care services for adults and children with complex care needs.

We started reporting gender pay gap data in April 2022.

The calculations are based on payroll data as at April 2025.

Gender Pay Gap should not be confused with Equal Pay which looks at the pay received by men and women who carry out the same or similar roles.





HASCS Hourly Rate Gender Pay Gap

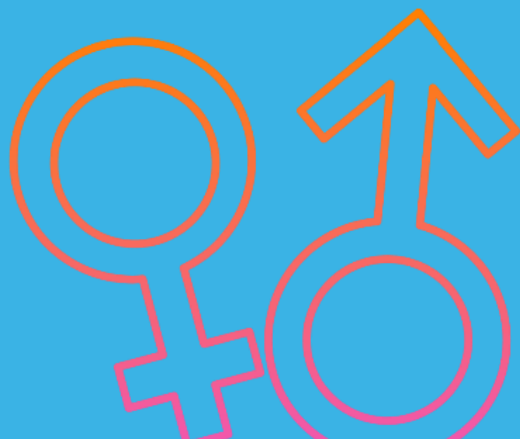
Mean Hourly Pay Gap – This compares the average hourly rate of male and female employees.

0.6%

Median Hourly Pay Gap – This compares the difference between the middle value of male employees with the middle value of female employees.

0.2%

Our results for the mean and median pay gaps demonstrate that female employees in HASCS earn marginally less than male employees.





HASCS Gender Bonus Gap

Mean Bonus Gap

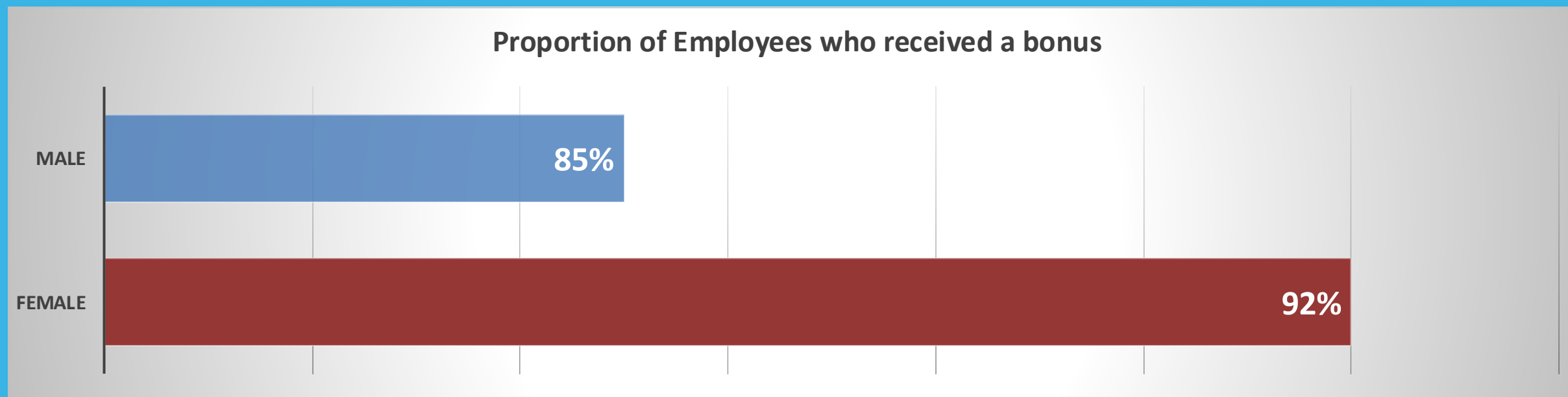
40.81%

Median Bonus Gap

0.0%

The mean bonus is the average bonus received. The higher ratio of female employees has affected this result. We continue to review our bonus structure however; payments are not based on gender.

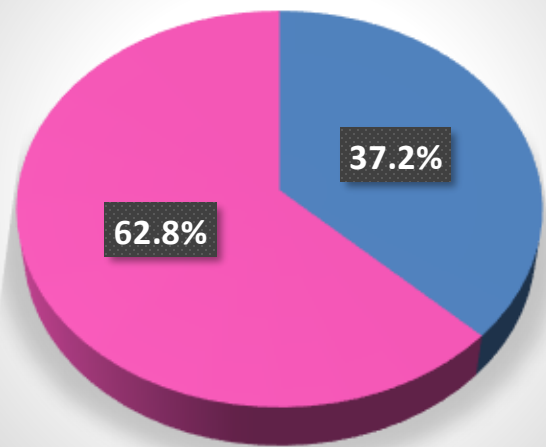
The median bonus gap indicates that the middle value of bonus paid to both male and female employees is the same.



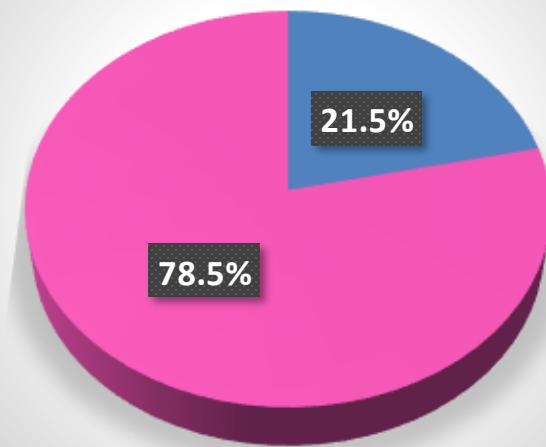


HASCS Gender Pay Quartiles

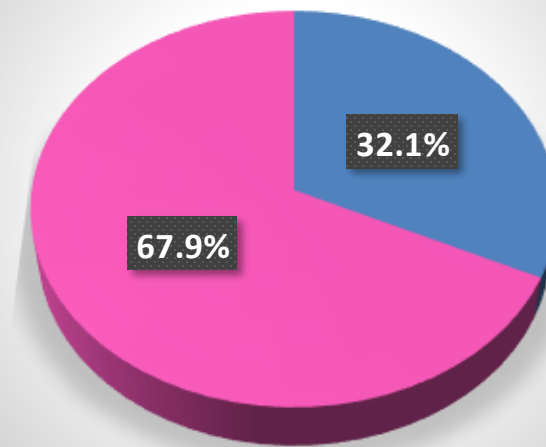
Lower



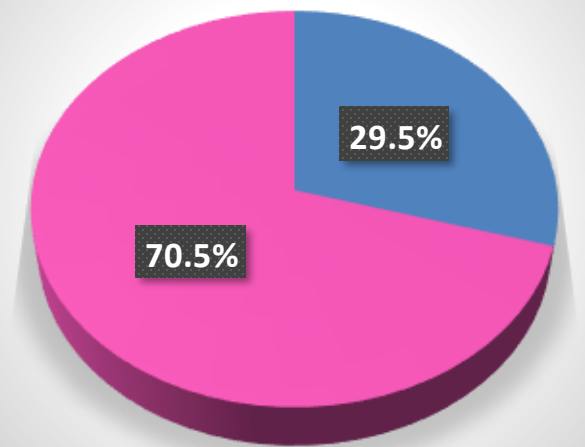
Lower Middle



Upper Middle



Upper



Social Care Services is a heavily female dominated workforce, and the above results are reflective of this.

The above charts illustrate the distribution of male and female employees across the four pay quartiles within our organisation.

The future at HASCS



Despite many ongoing challenges that face the care industry we remain committed to:-

- Continuing to review and enhance our pay and benefit structures.
- Strengthening recruitment, development, and progression opportunities across all roles.
- Ensuring fairness, transparency, and equal access to senior roles.
- Regularly reviewing our policies to support staff wellbeing, flexibility, retention and equality at work.

