



Orchard Care Homes (Indigo Care Services Limited) Gender Pay Gap Report 2024/25

We are clear on our ambition to do more to deliver opportunities for colleagues, as we look to achieve our goal of making Orchard an employer of choice within the care sector. We strongly believe that successful businesses harness the benefits of a truly diverse and inclusive workforce. We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally, regardless of gender or anything else listed above.

Orchard Care Homes consists of several operating companies. In this report, we provide our gender pay gap information for the company Indigo Care Services Limited which is our largest entity.

The figures below have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The statistics are based on a snapshot of data taken on 1st April 2025 for Indigo Care Services Limited.

Hayden Knight
Chief Executive Officer, Orchard Care Homes

Gender Pay Reporting

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a defined workforce. It does not take account an employee's role or their seniority within an organisation. It is therefore distinct from equal pay, which compares whether men and women are paid equally for doing work of equal value. Reporting of the gender pay gap is usually shown by the percentage men earn more than women. A negative gender pay gap means that, on average, women's gross hourly earnings are higher than those of men.

Mean and Median Pay Gap

The mean pay gap is the difference between average hourly pay of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly pay of men and women.

Mean 1%

Median 3%

Mean and Median Gender Bonus Gap

The company operates a discretionary bonus scheme for Home Managers based on a percentage of salary, along with various initiatives such as a welcome bonus and refer a friend bonus. The awarding of a bonus is therefore relative to the role within the organisation, or referring a friend who is successfully appointed, and not gender. During the reporting period, 1 male employee received a bonus whereas 18 women were paid a bonus. The bonus paid to the 1 male employee reflects a Nurse "welcome" bonus, paid as part of their offer to join the company. This specific type of bonus is available and is eligible to be paid to both female and male Nurse employees however, this payment was the only "welcome" bonus scheduled within this specific 4-weekly payroll period.

Mean 73%

Median 74%

Proportion of Males and Females in Pay Quartiles

The table below shows the gender split when we order hourly rate of pay from highest to lowest and group the workforce into four equal pay quartiles. A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

Quartile	Female employees	Male employees
Upper	89%	11%
Upper middle	89%	11%
Lower middle	88%	12%
Lower	88%	13%

In line with most care home providers, the majority of our workforce is female throughout all four quartiles.