



## **Gender Pay Gap Report**

**Reporting snapshot date:** 5 April 2025

**Organisation:** Milewood (this includes all entities under the Milewood brand)

### A Message from the Director of People & Culture

At **Milewood**, the care and support our colleagues provide each day makes a real difference to the lives of the people we serve. Our organisation is built on the dedication, compassion, and professionalism of our frontline teams, and we believe it is essential that these values are reflected in how we treat, support, and reward our people.

This Gender Pay Gap Report is part of our commitment to fairness, openness, and respect for everyone who works at Milewood. Our results show strong female representation across the organisation and provide reassurance that men and women doing comparable roles are paid equally. They also help us better understand how factors such as role types, shift patterns, progression opportunities, and workforce structure can influence pay outcomes over time.

We recognise that many of our colleagues balance demanding roles with caring responsibilities outside of work, and that career pathways in the care sector have not always been straightforward. We are committed to listening to our teams, strengthening development and progression opportunities, and ensuring that frontline colleagues can build long-term, rewarding careers with Milewood.

Behind every figure in this report is a person delivering high-quality, compassionate care. This report helps us reflect, learn, and keep improving so that Milewood remains a fair, supportive, and inclusive place to work for everyone.

Dan Blackith  
Director of People & Culture  
**Milewood**

## 1. Introduction

This report sets out Milewood's gender pay gap information in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

A gender pay gap is **not the same as equal pay**. Equal pay focuses on whether men and women are paid the same for the same or similar roles. Gender pay gap reporting looks at the **difference in average earnings across the organisation**, influenced by factors such as workforce structure, role distribution, working patterns, and progression.

## 2. Gender Pay Gap Results

## Mean and Median Hourly Pay

Measure	Gender Pay Gap
Mean Pay gap	6.09%
Median Pay gap	0%

- A **median pay gap of 0%** means that the middle-paid man and middle-paid woman earn the same hourly rate
- The **mean pay gap of 6.09%** reflects differences in average pay across the workforce and is influenced by role mix, seniority, and pay weighting rather than unequal pay for comparable roles

These results give reassurance that pay parity exists at typical pay levels while highlighting where structural factors affect overall averages. When Senior Management roles (Senior Management Team & Senior Leadership Team) are discounted, the gender pay gap equates to -2.92% (negative). Also the data period includes significant changes in the SLT, and includes the transition between the outgoing CFO (Male) and the incoming CFO (Male) working together in the SLT (Upper Quartile) . The SLT was also 75% male, which skews the figures significantly.

At this moment in time, and which will be reflective in next years report, the SLT (including Chairwoman) is 50% Female and 50% Male.

## 3. Bonus Pay Gap

### Mean and Median Bonus Pay

Measure	Gender Bonus Pay Gap
Mean Bonus pay gap	75.87%
Median Bonus pay gap	42%

A positive figure shows that, on average, men received higher bonus payments than women. This is reflective of the high proportion of men in senior positions.

### Bonus Participation

Gender	% Receiving a Bonus
Men	3.89%
Women	5.94%

Bonus payments apply to a **very small proportion of employees** and are typically linked to specific roles or responsibilities rather than forming part of frontline or organisation-wide pay. As a result, bonus pay gap figures can be influenced by a small number of payments and are not representative of overall reward practices at Milewood.

## 4. Pay Quartiles

Employees are ranked by hourly pay and divided into four equal-sized quartiles.

Quartile	Men	Women
Upper quartile	26.26%	73.74%
Upper middle quartile	23.07%	76.90%
Lower middle quartile	34.17%	65.83%
Lower quartile	34.17%	65.83%

(Percentages may not total 100% due to rounding.)

Women are the majority across **all four pay quartiles**, including the upper quartile. This reflects the strong contribution women make across Milewood at every level of the organisation.

## 5. Understanding Our Results

Milewood's results reflect the reality of the care sector, where women make up the majority of the workforce, particularly in frontline roles delivering day-to-day care and support.

- The **0% median pay gap** demonstrates that men and women are paid equally for comparable roles
- The **mean pay gap** is shaped by differences in role type, pay weighting, and progression rather than unequal treatment
- Bonus figures reflect limited eligibility rather than widespread reward practices and have minimal impact on overall pay outcomes

These findings reinforce our confidence in our pay frameworks while helping us identify where continued focus is needed to support progression and opportunity over time.

## 6. Our Ongoing Focus


We remain committed to supporting our frontline colleagues and ensuring fairness across Milewood. Our ongoing focus supported by and driven by the People Committee includes:

- Regular monitoring of pay and reward outcomes
- Transparent pay and progression structures
- Fair and inclusive recruitment and promotion practices
- Development and progression opportunities for frontline roles
- Flexible working approaches that support caring responsibilities

Our aim is to ensure Milewood continues to be a place where people feel valued, respected, and able to build meaningful, long-term careers.

## 7. Declaration

I confirm that the information contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

**Signed:**   
**Role:** Director of People & Culture

**Name:** Dan Blackith  
**Date:** 01/04/2026