

Belong Limited

Gender Pay Gap Report 2024-25

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

Headline gender pay figures

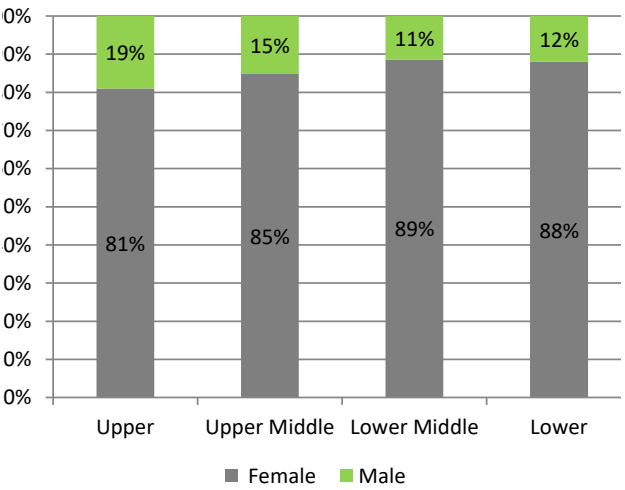
The information below shows our median and mean gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2024.

Gender Pay Gap	Median	Mean
	3.7%	8.7%

Mean Gender Pay Gap	Mean
Upper	11.3%
Upper Middle	0.6%
Lower Middle	0.0%
Lower	0.0%

Pay Quartiles	Male	Female
Upper	19%	81%
Upper Middle	15%	85%
Lower Middle	11%	89%
Lower	12%	88%

Proportion of females and males in each quartile band



Understanding the gap

Belongs workforce is made up of significantly more female than male staff, although we have seen an increase in the number of male employees each year since 2021. At the reporting date Belong employed 182 men and 1,083 women. This profile reflects the nature of the social care sector. Although there is an overall average (mean) pay gap of 8.7%, there is only a significant difference in the Upper Quartile. This is because this quartile has a very wide range of roles from Administrators to the Executive Management Team. In the three lowest quartiles the pay gap is either nil or a very small percentage. We are confident that men and women are paid equally for doing equivalent jobs across our organisation and that the pay gap is related to people carrying out different roles.

Belong does not pay bonuses to any members of staff.

Belong believes in being an inclusive and diverse organisation where everyone has the opportunity to reach their full potential.

I confirm that the data reported is accurate.

Chris Hughes
Chief Finance Officer & Secretary
25 March 2025