

Belong Limited

Gender Pay Gap Report 2022

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.

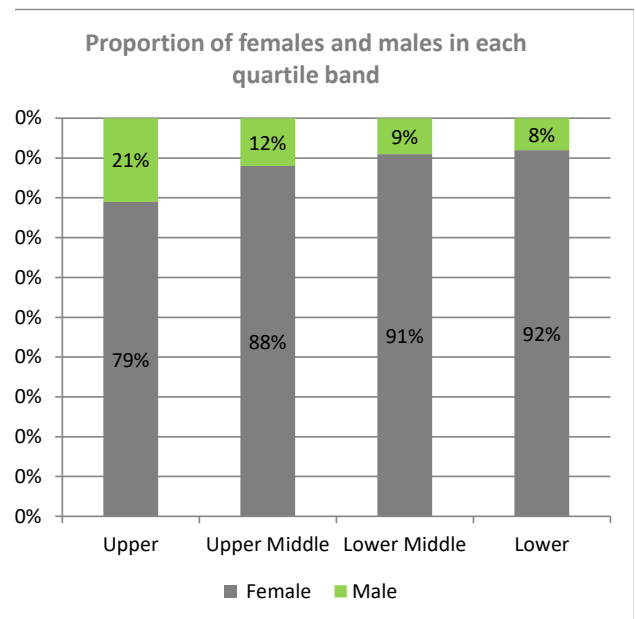
Headline gender pay figures

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 2022.

Gender Pay Gap	Median	Mean
	0.0%	12.3%

Mean Gender Pay Gap	Mean
Upper	6.3%
Upper Middle	0.1%
Lower Middle	0.4%
Lower	0.0%

Pay Quartiles	Male	Female
Upper	21%	79%
Upper Middle	12%	88%
Lower Middle	9%	91%
Lower	8%	92%



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 since 2021. At the reporting date Belong employed 132 men and 930 women. This profile reflects the nature of the social care sector. Although there is an overall average (mean) pay gap of 12.3%, 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

1 December 2022