

Gender Pay report 2025



Introduction

Voyage Care is a sector leading provider of specialist care and support for people with learning disabilities, brain injuries and other complex needs. Our dedicated and highly skilled colleagues across the UK support around 3,300 individuals to live life as they choose. Supporting and engaging our colleagues remains central to our ability to make a bigger impact for the people and communities we serve.

We are committed to creating a fair, inclusive and supportive workplace for everyone in the Voyage Care family. Our gender pay data continues to show a **stable and consistently low gender pay gap**, in line with previous years. For the overwhelming majority of colleagues, there is no, or only a very minimal, gender pay gap. We continue to compare favourably with both the national average and organisations across the health and social care sector.

While our overall position remains strong, we are committed to continuous improvement. We will always look for opportunities to strengthen equality of opportunity across recruitment, development and progression, supported by our employee value proposition, **We Are Family**.

Our sustained investment in pay, benefits and colleague development continues to support positive outcomes for retention and recruitment. Stable, well supported teams are vital to delivering high quality, consistent care and enabling the people we support to achieve their goals.

Women continue to make up almost three quarters of our workforce, across care, support and management roles. Representation of men and women remains broadly consistent across all pay quartiles, reinforcing our commitment to fairness and equal opportunity. This report is based on aggregated gender pay data across all Voyage Care group companies and has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We remain proud of the inclusive culture we are building at Voyage Care, where talent, values and commitment to our purpose, **Fulfilling Lives for All**, are what matter most. Our gender pay reporting over successive years reflects this continued focus, and we thank our colleagues for the compassion, professionalism and determination they show every day.

Executive Team



One thing I've come to deeply value within my own team and others I've worked with across the Voyage Care family - is the sense of community. Throughout the year, I've felt supported by everyone around me. Even where cultural or religious beliefs differ, there's a deep-rooted sense of mutual respect and understanding."

- Colleague

About us

Voyage Care is the leading specialist provider for people with learning disabilities and other complex care needs. We are proud of our sector leading quality outcomes and strong reputation for delivering high quality, person centred support.

We are outcomes focused and believe everyone should be supported to live meaningful, fulfilling lives. Our colleagues play a vital role in helping people achieve their personal goals.

91%

of our services have a Good or Outstanding rating from the CQC in England*. 100% of our registered services are rated overall compliant in Scotland and Wales.

1,916

people supported in residential services*

91.2%

occupancy in our residential services*



1,369

people supported in community settings*

105k

average weekly hours of support in community settings*



*Data correct as of 31 March 2025

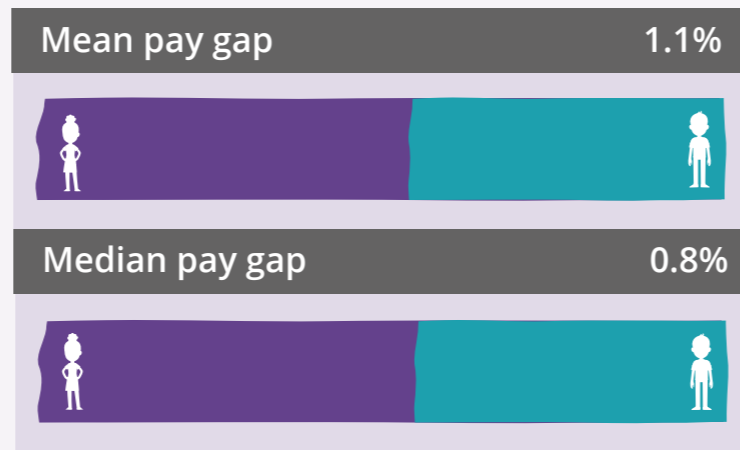
Analysing the data

Equality remains at the heart of Voyage Care. Our data continues to show that **for around 99.5% of colleagues there is no, or only a very minimal, gender pay gap**, consistent with previous years.

As in prior reporting periods, a higher proportion of men in a small number of senior roles contributes to the gap observed within the upper pay quartile and the mean bonus figure. We remain focused on ensuring our approaches to recruitment, career development and flexible working support progression and opportunity for all.

Hourly rate

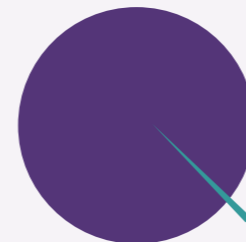
As at April 2025, Voyage Care continues to report a **minimal median gender pay gap**, with a small mean gap that remains broadly in line with previous years. We continue to compare favourably with the national average and will keep reviewing our data to ensure transparency and understanding of any fluctuations.



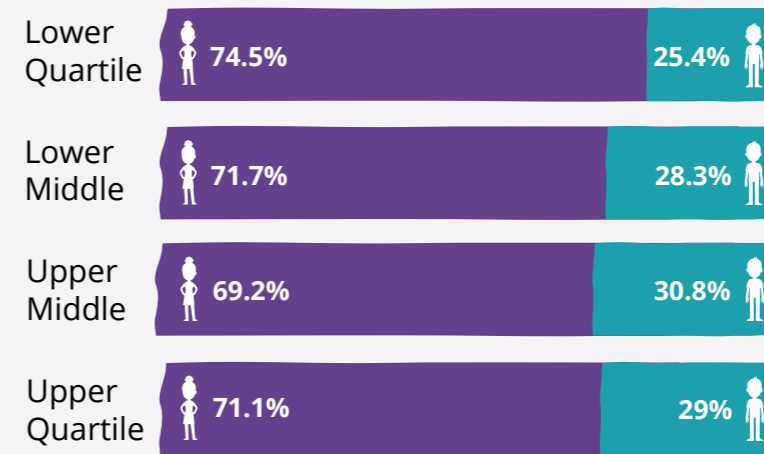
Bonus pay

Bonuses accounted for 0.6% of our total wage bill and were received by 1.2% of men and 4.1% of women.

There was a median bonus pay gap of 32%, and the mean bonus pay gap was 53%.



Proportion of men and women by quartile band

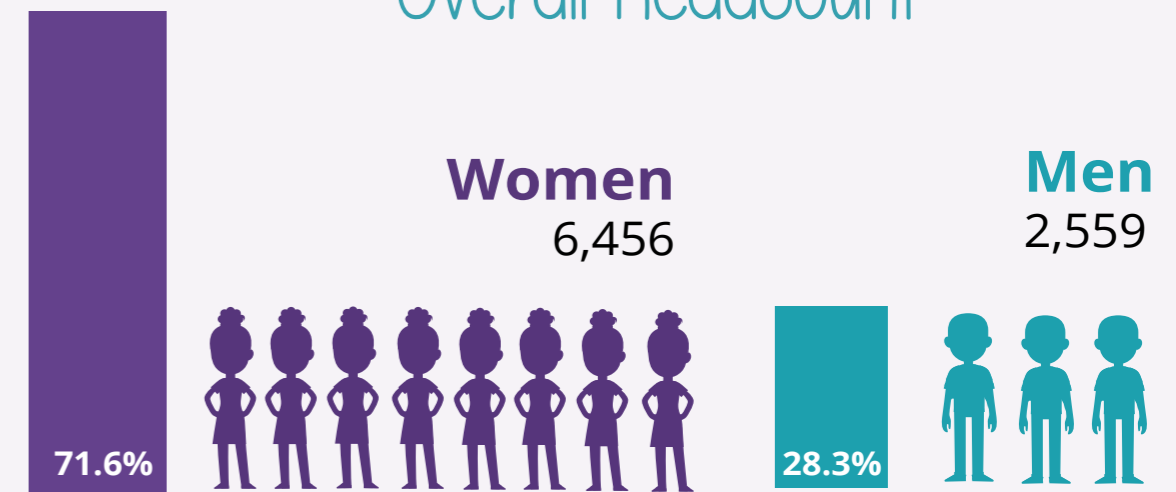


Gender pay gap by quartile band

Quartile Band	Mean rate	Median rate
Lower Quartile	0.0%	0.0%
Lower Middle	0.0%	0.1%
Upper Middle	0.1%	0.0%
Upper Quartile	1.9%	(2.1)%

The distribution of men and women across pay quartiles remains broadly consistent year on year, demonstrating sustained equality of opportunity across the organisation.

Overall headcount



Women continue to make up approximately 72% of our workforce, with men accounting for 28%, reflecting the long standing demographic profile of the social care sector.

What do these figures mean?

- A **positive** percentage shows women earn less than men
- A **negative** percentage shows men earn less than women
- A percentage of **zero** shows no pay or bonus gap

Mean
The average of all values.

Median
The midpoint value when figures are ranked

Looking to the future

We remain committed to fostering a fair and inclusive culture and to being the employer of choice within the specialist care sector. With a predominantly female workforce, we continue to focus on supporting women at all stages of their careers.

Listening to colleagues and involving them in shaping our future remains central to how we strengthen our learning culture. Our Voyage Voices co-production groups are at the heart of this work and will continue to help us gain a more rounded understanding of their needs and inform our priorities.

Plans for the coming year:

We continue to listen to colleague feedback through our engagement survey and use this insight to shape our priorities. Results remain strong and reflect high levels of trust, inclusion and connection across the organisation.

We actively promote fair and inclusive recruitment practices and support managers to make objective, values-led decisions. This helps ensure equal opportunity to join, develop and progress at Voyage Care.

We remain committed to providing inclusive development opportunities for all colleagues, supporting learning, growth and progression at every stage of their career.



Easy read summary for the people we support

- We check to make sure women and men are paid fairly.
- At Voyage Care, pay is **mostly the same for people doing the same job.**
- There is only a small pay gap between men and woman in the most senior roles at Voyage Care.
- This is because there are more men doing these kinds of roles than women.
- The pay gap has not changed much from the last year and is still **much better than the national average.**
- We will keep working to make Voyage Care fair for everyone.