

Gender Pay Gap

Report 2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for Caroola Accountancy Ltd.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data. We are required to publish the results on our own website and a government website. We have done this within one calendar year of 5th April 2025.

Findings | Caroola Accountancy Ltd – April 2025.

1	Average gender pay gap as a mean average	32.6%	
2	Average gender pay gap as a median average	12.3%	
3	Average bonus as a mean average	55.6%	
4	Average bonus as a median average	44.6%	
5	Proportion of staff eligible for bonus	Male 39.9%	Female 33.3%
6	Proportion of men and women in the four band pay groups	Male	Female
	Upper quartile	59.2%	40.8%
	Upper middle quartile	47.2%	52.8%
	Lower middle quartile	40.8%	59.2%
	Lower quartile	50.0%	50.0%

Summary

Caroola Accountancy Ltd is an equal opportunities employer. We employ slightly more women (52%) than men (48%) and there is a difference of 32.6% between the mean (average) pay for men and women. It is important to note that this figure is not based on individual roles; a man and woman performing the same role at Caroola Accountancy Ltd are paid equally. All new starters are recruited under the same salary structure for their role and their earnings ability depends on their performance and career progression. All employees are afforded the same opportunities, and internal roles are offered as a result of fair and consistent recruitment processes. The median (middle value) of women's pay is 12.3% less than men's.

In relation to the Upper Quartile, men are showing 18.4% higher. Women are higher in the upper middle quartile (5.6% higher) as well as the lower middle quartile (18.4% higher). Men and women are equally split in the lower quartile.

In this period, 39.9% of men and 33.3% of women earned a bonus. Bonuses are awarded according to job roles and performance targets being met. Targets are set fairly across the group to ensure equal earnings opportunity.

Statement

The above information is an accurate reflection of Caroola Accountancy Ltd employees as at 5th April 2025.

Helen Pedder
Director of HR