

Gender Pay Gap Report

Snapshot 5th April 2022





What is the Gender Pay Gap?

- The **Gender Pay & Bonus Gap** is the average difference between Male & Female pay, based on the mean and median averages of statistical data.
- Mean is the average amount between men & women's hourly pay taken as a snapshot on the 5th April every year, with the mean bonus being the total of all bonus paid in that year.
- Put simply: if we add together all our male employee data and calculate the average, then add together all our female employee data and calculate the average, the **mean pay gap** (as a %) is the difference in pay between the two.
- Median is the midpoint of all the data; if all our male employees and all our female employees stood in a line, in order of lowest hourly rate, the median pay gap (as a %) is the difference in pay between the middle salary on both genders.
- *Please Note: The Gender Pay gap is different to Equal Pay - Equal pay deals with the difference between men and women who carry out the same job role, similar job or work of equal value*



Percentage of all our Workforce

Male 16% Female 84% (Male up 4% & Female up 2% on 2021 figures)

Difference Between Men & Women

Pay	Mean	Median	(Mean is up by 6.9% from April 2021 and median remains same)
	22.2%	1.60%	

Bonus	Mean	Median	(Mean is up by 79.1% and median is up 1.4% from April 2021)
	80%	1.5%	

The UK average pay gap is 22.2% (Is up 6.8% from April 2021)



Pay Quartiles

What are the pay quartiles?

Quartiles are the pay rates for all our employees- from the lowest hourly rate to the highest, by gender.

Employees are split equally into 4 groups

	Male	Female	
Upper	21.2%	78.8%	(Female % is up by 3.2% from April 2021)
Upper middle	17.4%	82.6%	(Female % is down by 7.8% from April 2021)
Lower	12.9%	87.1%	(Female % is up down .1% from April 2021)
Lower middle	15.1%	84.2%	(Female % is up down 5.6% from April 2021)



Results & Commitment

In 2017 the Government made it mandatory for all large companies to report their Gender Pay Gap. We welcome this move as it continues to be an important step towards a diverse & inclusive workforce.

We are fully committed in improving the gender diversity in our business. As a healthcare provider offering flexible, part time working opportunities, a high % of our workforce continues to be women.

Our front line employees equate to 97% of our workforce

Gender equality is really important to us and we continue to look at ways to increase our male workforce, especially on the front line



What are we doing to address our Gender Pay Gap?

- Support promotion and Pay transparency
- Conducting manager workshops on diversity and inclusion, covering the key concepts and importance of equity initiatives
- Continue to have a gender balance on our recruitment panels
- Review our policy on Paid Family leave
- Roll out more hybrid, remote working to certain roles to assist with work life balance

All information supplied has been verified by Annabel Nash, Chief People Officer