

Gender Pay Gap Report 2020

We're committed to providing a diverse and inclusive workplace, which reflects the communities we serve. We think it's important that all our colleagues are treated with fairness and equality*.

The company does not employ people on the basis of gender. Job offers are always made to the best applicants regardless of their gender from the available talent pool.

The standard calculations show that on average our female colleagues are paid in total 5.3% per cent more than their male colleagues. This is because our clinical roles, which are professional, higher paid jobs, tend to attract more females. Clinical roles do not include bonuses, to avoid any question that personal gain effect clinical decisions.

In July 2019 the company was acquired, and one-off acquisition related bonuses were paid. Whilst the proportion of men and women receiving bonuses was similar, the most senior roles at time of acquisition were held by men resulting in a significant bonus mean gap difference.

We're proud of our figures below, which show our gender pay gap at 5 April 2020.

| Pay gap | Mean | Median |
|---------|--------------------------------|--------------------------------|
| | Females 5.3% higher than males | Females 9.2% higher than males |

| | |
|--|-----------------------------------|
| Bonus Mean gap difference | Males 93.5% higher than females** |
| Proportion of men receiving a bonus | 7.7% |
| Proportion of women receiving a bonus | 7.6% |

| Proportion of men and women in each pay quartile: | | |
|---|-------|-------|
| Pay quartiles | Women | Men |
| One | 40.6% | 59.4% |
| Two | 22.9% | 77.1% |
| Three | 34.4% | 65.6% |
| Four | 47.1% | 52.9% |

*Unless the company is legally required to pay higher rates of pay as a result of TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006).