



Gender pay gap 2021-22 statement

All UK companies with 250 or more employees on 5 April 2017 are required to publish specific gender pay information:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of men and women receiving a bonus
- Proportion of men and women by quartile pay band

Below outlines the results for 2021-2022.

Mean and median gender pay gap

- The mean gender pay gap is 25.17%
- The median gender pay gap is 7.95%

The gender pay gap is influenced by distribution of men and women within the workforce rather than differences in pay within the grades. The factor which mostly affects the mean is due to having a higher proportion of women to men in the company and that the majority of women are in clinician roles.

A large driver of the total workforce gender pay gap is the higher proportion of men in senior bands. The population of men in the company predominantly hold positions in higher paying roles such as Senior Leadership Team (SLT) and in some higher paying technical functions (eg Tech).

The median figure pay gap of 7.95% smooths out the mean variance. This is lower than the national average of 15.4%.

Mean and median gender bonus gap

- The mean bonus gender pay gap is 78.54%
- The median bonus gender pay gap is 89.11%

Our bonus gender pay gap is due to the breakdown of male and female employees in positions where bonuses are paid. Less than a 7% number of employees were eligible for bonuses. Bonus payments in the tax year 2021-22 were to sales personnel and SLT members which are predominantly men. From 2022-23 onwards the bonus scheme from SLT was removed and this will result in the gender pay gap reducing.

Proportion of men and women receiving a bonus

- The proportion of men receiving a bonus is 8.70%
- The proportion of women receiving a bonus is 6.85%

Due to the lower proportion of men in the company the number of women receiving bonuses is higher than men.

Proportion of men to women in each quartile pay band:

	Men	Women
Upper quarter	39.97%	63.0%
Upper middle quarter	13.45%	86.55%
Lower middle quarter	14.29%	85.71%
Lower quarter	20.83%	79.17%

The prevalence of women throughout the company is less skewed at the upper quarter where management tends to be more balanced between men and women.

Initiatives in place to support closing the gender pay gap:

- Our career progression framework provides our employees with clear pathways to progress with opportunities to move into different career paths and across different teams. Our CPF is based on skills, expertise and competencies. All employees have individual development and growth plans. We have linked our pay bandings to our CPF to provide clarity and consistency in all pay decisions with training and guidance for managers. Our pay bands are included on all vacancies and employees have visibility of our pay bands.
- Healios is a Flexa accredited employer with over 66% of our workforce working a non traditional work pattern. Employees can request flexible working as part of the recruitment process and from day one of working with us. We have a number of different work patterns including, but not limited to, compressed hours, nine day fortnight, term time and part-time hours to support our employees. We also recognise that women often carry the main caring responsibilities for their families and we have a number of family friendly policies to support including life leave (additional paid time off that requires no notice or approval).
- We have a range of family friendly policies that include maternity, paternity, and adoption leave all with enhanced pay. Our maternity and adoption leave policies also



support a phased return to work whereby employees returning from maternity leave are able to work 50% of their contracted hours for 100% pay for a period of three months to help support their transition back into work.

- Our recruitment and selection process aims to ensure the most suitable candidate is chosen for the role, and all applicants receive fair and equitable treatment during the recruitment process.
- We review our job adverts to make sure they are free from biased language to encourage everyone to apply. We also avoid specifying the number of years experience required and we include a statement encouraging candidates to apply even if they feel they don't fit all of the criteria.
- We create structured interview processes that assess candidates' skills, experience, and qualifications objectively through scorecards.
- We also ensure our interview panels are diverse and representative of our team and when we start hiring for a new role, we make sure all interviewers have taken part in our interview training, including unconscious bias training.
- It is important our hiring pipelines reflect the diversity in our teams so we prioritise sourcing under-represented groups on a consistent basis.