



## Gender Pay Gap Statement 23/24

All UK companies with 250 or more employees, from 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 males and females receiving a bonus – Proportion of males and females by quartile pay band

• Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported. The data presented in this statement is calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

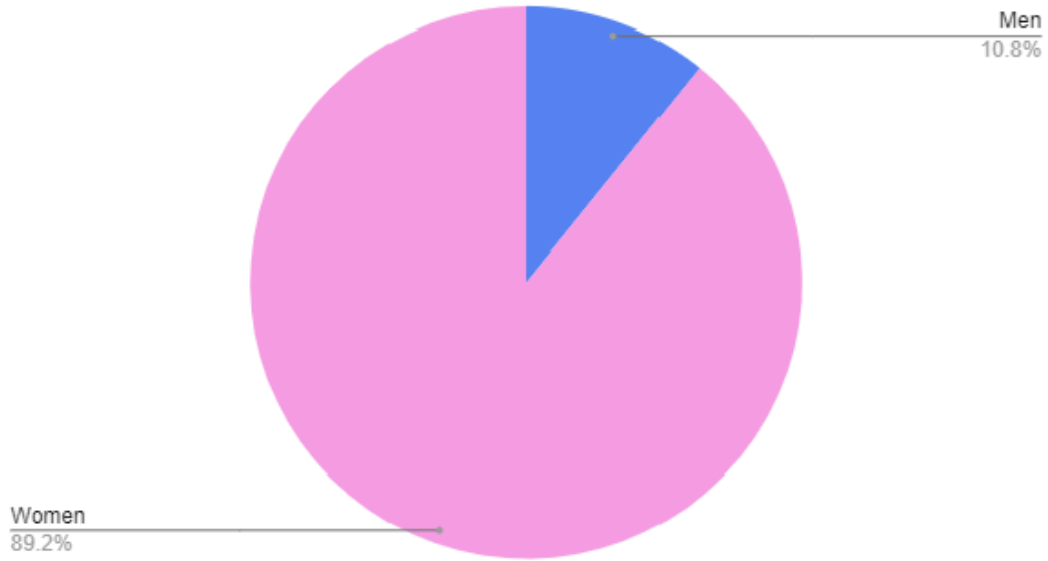
Below outlines the figures as of April 2024 -

- The mean gender pay gap is 25.36%
- The median gender pay gap is 12.13%
- The mean bonus gender pay gap is 32.69%
- The median bonus gender pay gap is 0%
- The proportion of males receiving a bonus is 6.19%
- The proportion of females receiving a bonus is 4.60%

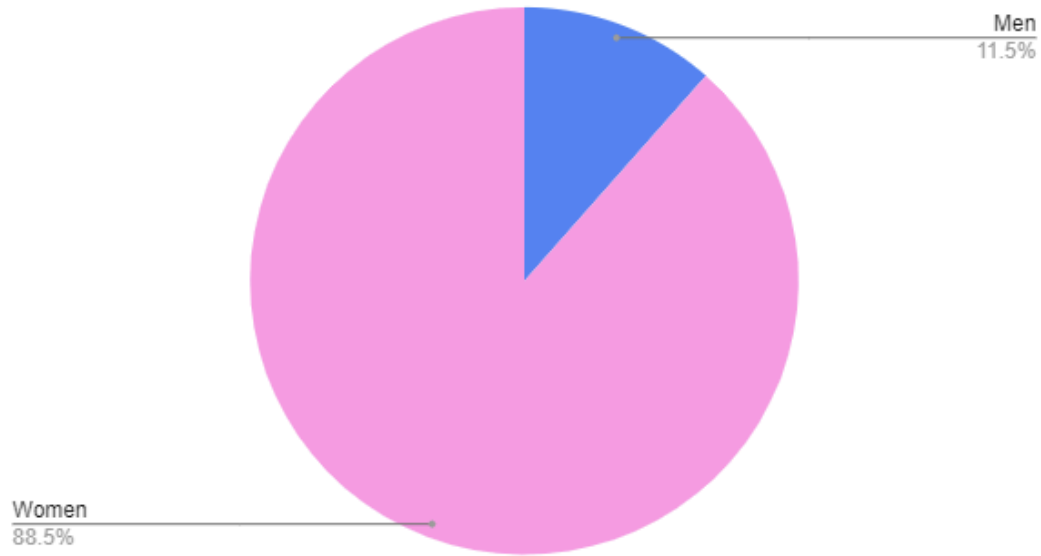
### 1. PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE BAND



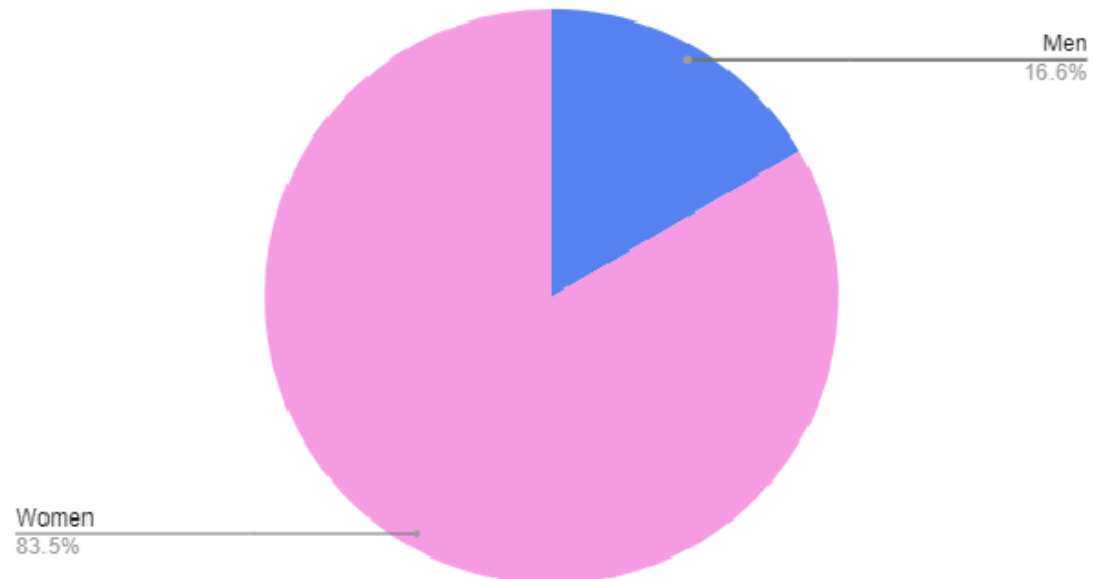
### Upper Middle Hourly Pay Quarter



### Lower Middle Hourly Pay Quarter



### Lower Hourly Pay Quarter



## **2. MEAN GENDER PAY GAP: 25.36%**

***“The mean is the average of all numbers. To calculate the mean, we add together all of the numbers and then divide the sum by the total count of numbers”***

This shows women, on average, earn 25.36% less than men using the mean hourly rates. In 2023 this figure was 27.25% therefore there has been a 1.89% improvement in closing the pay gap.

## **3. MEDIAN GENDER PAY GAP: 12.13%**

***The median is the middle number in a sequence of numbers. To find the median, we organise each number in order by size; the number in the middle is the median.***

This indicates that women, on average, earn 12.13% less than men . In 2023 this figure was 16.91% therefore there has been a 4.78% improvement in closing the pay gap.

Currently we have more female workers than male and of those women 75% are in clinical or supporting roles, which are lower paid than other departments, we believe this has contributed to the figure. Of our male employees 40% are in roles such as tech / Global leadership teams.

## **4. MEAN BONUS PAY GAP: 32.69%**

On average men receive 32.69% more bonus than women according to the calculations. This is down 42.31% from 2023. It is key to note the following:

1. During the previous snapshot point we were regularly paying referral bonuses however mid 2023 we froze this bonus.

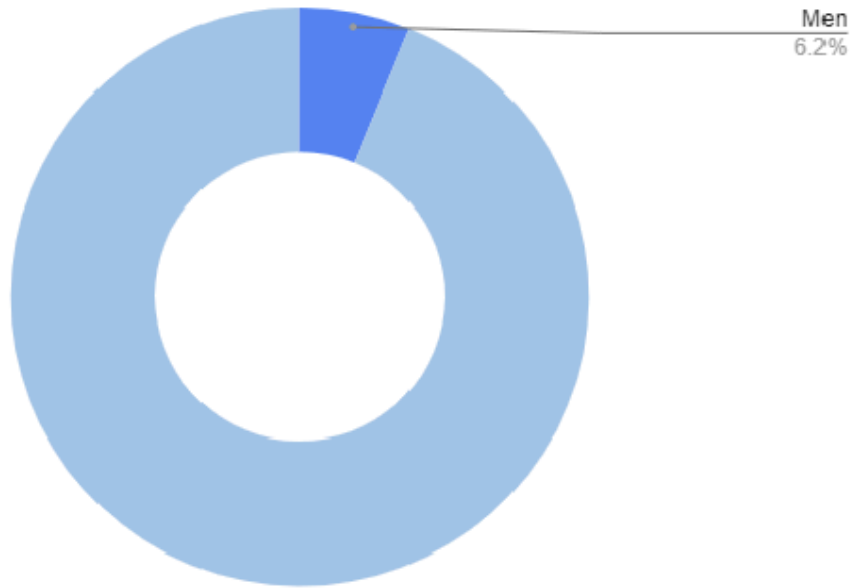
## **5. MEDIAN BONUS PAY GAP: 0%**

The median bonus figure for both men and women was the same on this occasion making the median pay gap percentage 0. This is down 25% from last year.

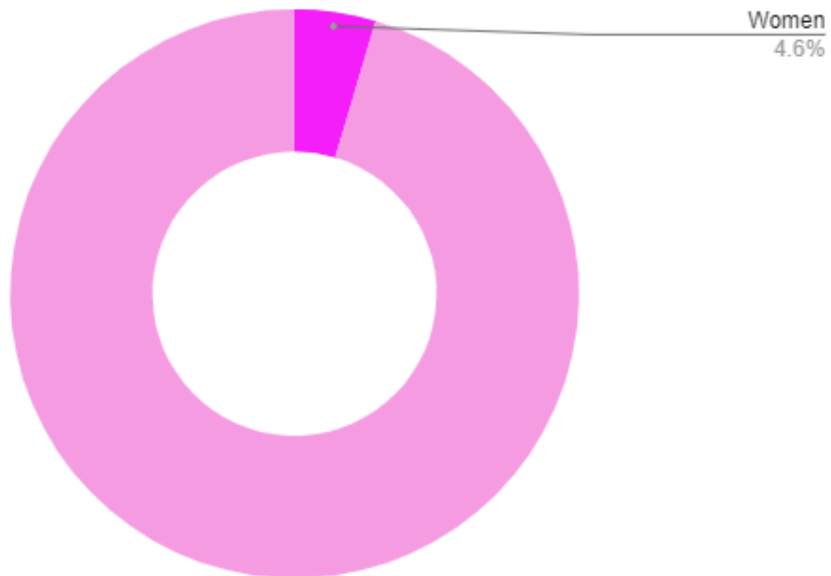
## 6. PROPORTION OF MEN & WOMEN RECEIVING A BONUS

The proportion of relevant male employees receiving a bonus is 6.2% compared to 4.6% of relevant female employees. This is slightly higher for males and lower for females - again this is most likely due to the temporary pause on the referral bonus scheme.

Percentage Of Employee's Receiving Bonus



Percentage Of Employee's Receiving Bonus





## Initiatives in place that are helping us close 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 1 of working with us. We have a number of different work patterns including, but not limited to, compressed hours, 9 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 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.
- Our job adverts always include the salary range for the role
- 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.
- Healios is as a Real Living Wage employer.
- Started collecting staff diversity data, which in the long-term will give data-driven insights on any gaps and barriers in representation and progression.