

## Gender Pay Gap Report 2021

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 3.9% per cent more than their male colleagues and 1.8% more in bonus payments. However, a great proportion of men receive a bonus than women. This is because our clinical roles, which are professional, higher paid jobs, tend to attract more females, but these roles do not include bonuses, to avoid any question that personal gain effect clinical decisions.

We're proud of our figures below, which show our gender pay gap at 5 April 2021.

Pay gap	Mean	Median
	Females 3.9% higher than males	Females 9.2% higher than males

<b>Bonus Mean gap difference</b>	Females 1.8% higher than males
<b>Proportion of men receiving a bonus</b>	10.5%
<b>Proportion of women receiving a bonus</b>	6.3%

Proportion of men and women in each pay quartile:		
Pay quartiles	Women	Men
One	38.5%	61.5%
Two	28.3%	71.7%
Three	38.5%	61.5%
Four	47.3%	52.7%

*\*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).*