



Gender Pay Gap Report

Health and Rehabilitation Services Limited 2022 snapshot

Uploaded 2023



Gender Pay Gap Report

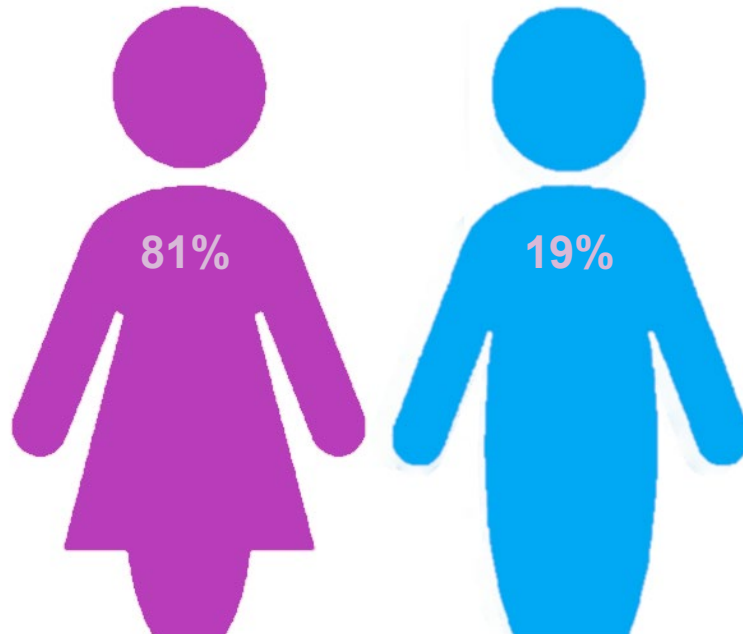


Our colleagues are passionate about creating an exceptional experience for patients, and we are dedicated to delivering the highest standards of quality and safety. We cannot do this without a workforce that is diverse and inclusive.

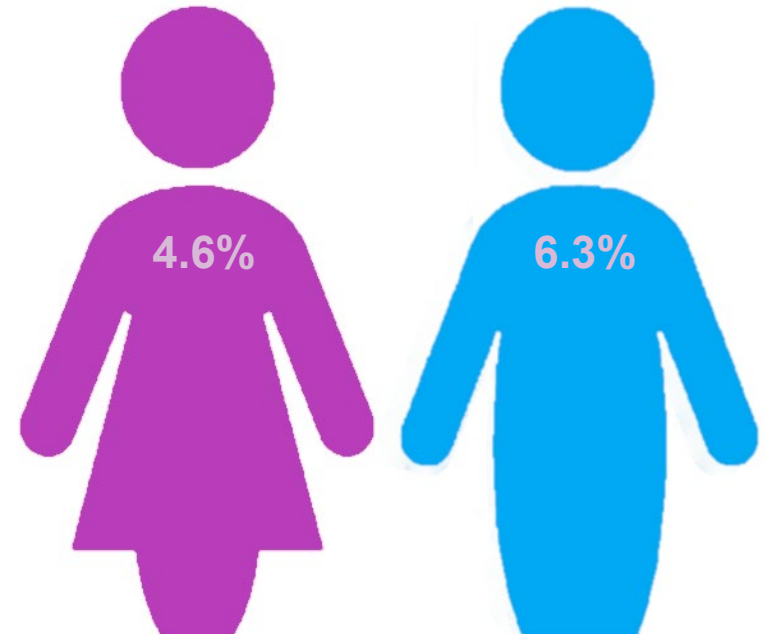
The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

Equal pay is not the same as the gender pay gap; it deals with pay discrimination and the differences in pay when members of the opposite sex are paid differently but yet they carry out the same work, similar work or work of equal value. We are committed to supporting equality through fair pay and we strive to ensure that men and women are paid equally for doing equal work.

PROPORTION OF WORKFORCE



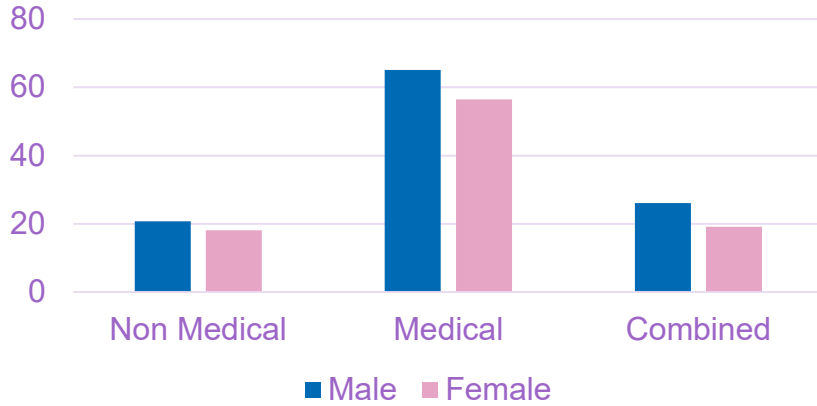
PROPORTION RECEIVING A BONUS



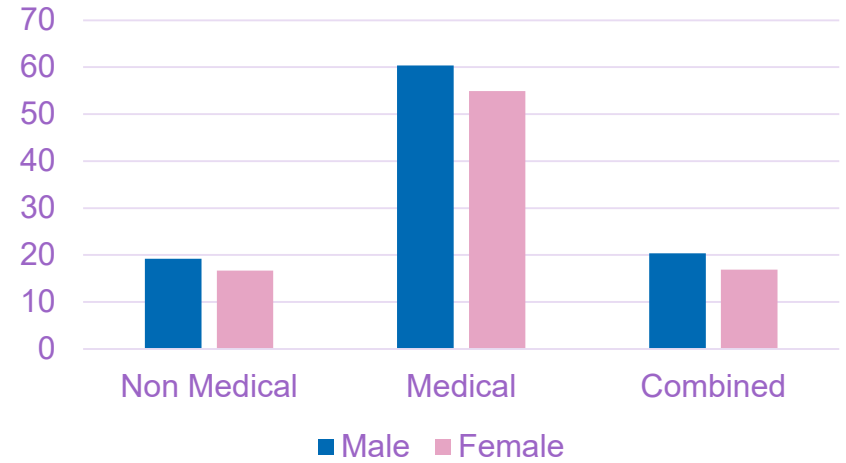
Gender Pay Gap Report



Mean Pay



Median Pay

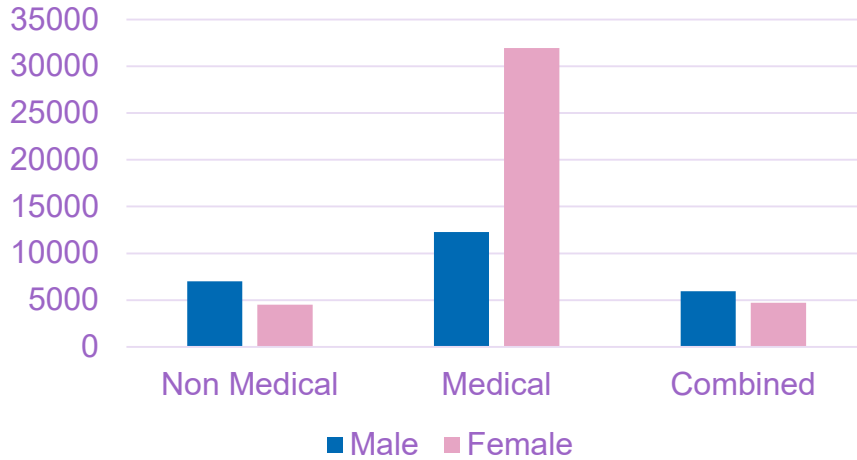


Type	Non Doctors	Doctors	Combined
Mean gender pay gap	13.2%	12.5%	26.6%
Median gender pay gap	13.1%	9.1%	17.1%

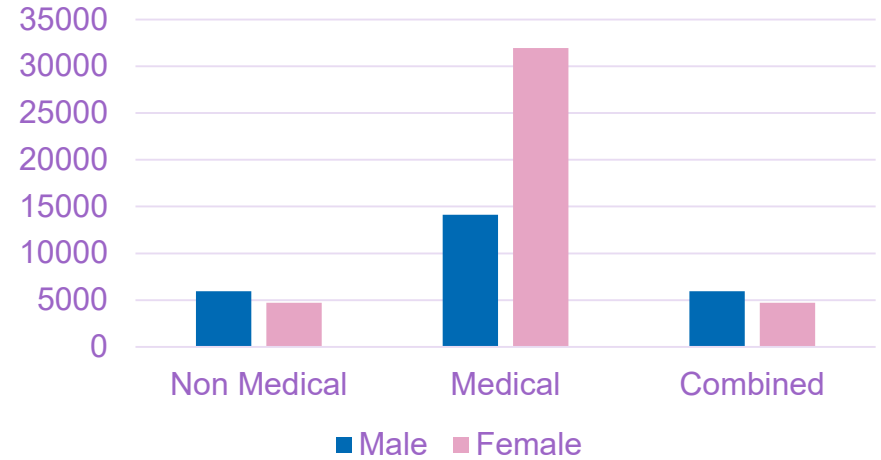
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Mean Bonus



Median Bonus



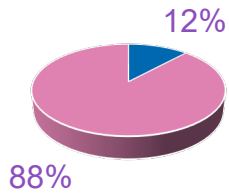
Type	Non Doctors	Doctors	Combined
Mean bonus gender pay gap	35.5%	-160.5%	36.3%
Median bonus gender pay gap	20.8%	-126.2%	20.7%

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PAY QUARTILES

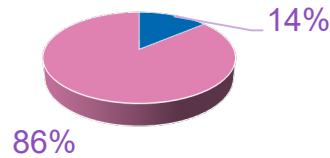
Lower Quartile Split



Hourly Rate
Range: £9.47 to
£12.97

Salary Range:
£18466.50 to
£25291.50

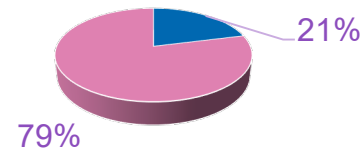
Lower Middle Quartile Split



Hourly Rate
Range: £12.97 to
£17.72

Salary Range:
£25291.50 to
£34554

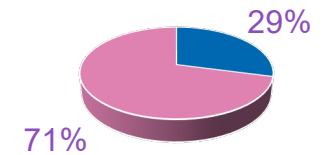
Upper Middle Quartile Split



Hourly Rate
Range: £17.72 to
£22.67

Salary Range:
£29893.50 to
£37869

Upper Quartile Split



Hourly Rate
Range: £22.67+

Salary Range:
£44206.50+

WHAT DO OUR RESULTS SHOW?

The overall mean and median pay gap has not changed significantly from the previous year. The mean and median bonus pay gap has increased however the proportion of those receiving bonus's has also increased and for the Medical workforce females are receiving considerably higher bonus's than males. Although the workforce is predominantly female in each quartile, the proportion of men increases in the upper quartile where most senior roles are occupied by men. The mean bonus gap is influenced by bonus payments that are attached to those senior roles.

CLOSING THE GAP

- 👩👧 We are committed to maintaining a diverse and gender balanced workforce and we will continue to promote and celebrate diversity and inclusion within the business and the wider community.
- 👩👧 We will continue to support women in the business through the offering of women in leadership programmes.
- 👩👧 We support any action designed to highlight the gaps in pay regardless of how these occur. We will work to ensure that all individuals are given equal opportunity to progress within the business in terms of both pay and progression, regardless of gender.