



Gender Pay Gap Report

Urgent Care Limited 2022 snapshot

Uploaded 2023

Gender Pay Gap Report

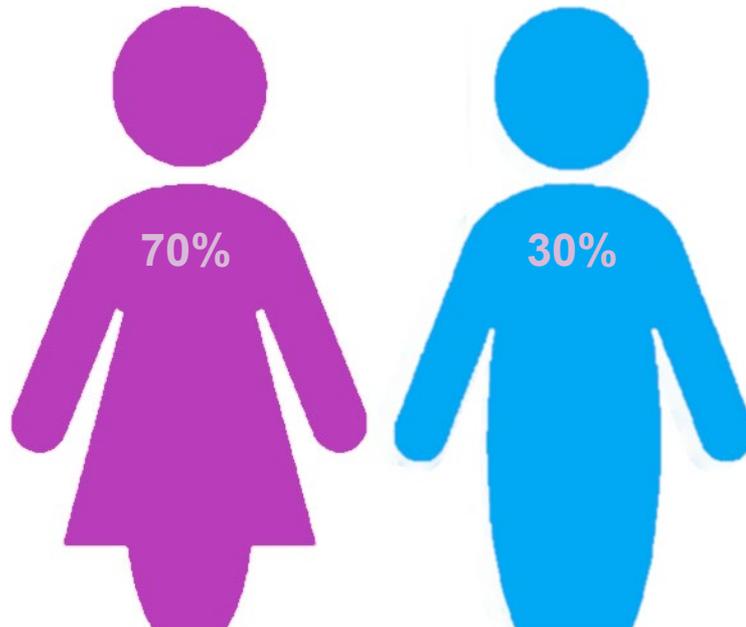


Our colleagues are passionate about creating an exceptional experience for patients, and we are dedicated to delivering the highest standards of quality and safety. We cannot do this without a workforce that is diverse and inclusive.

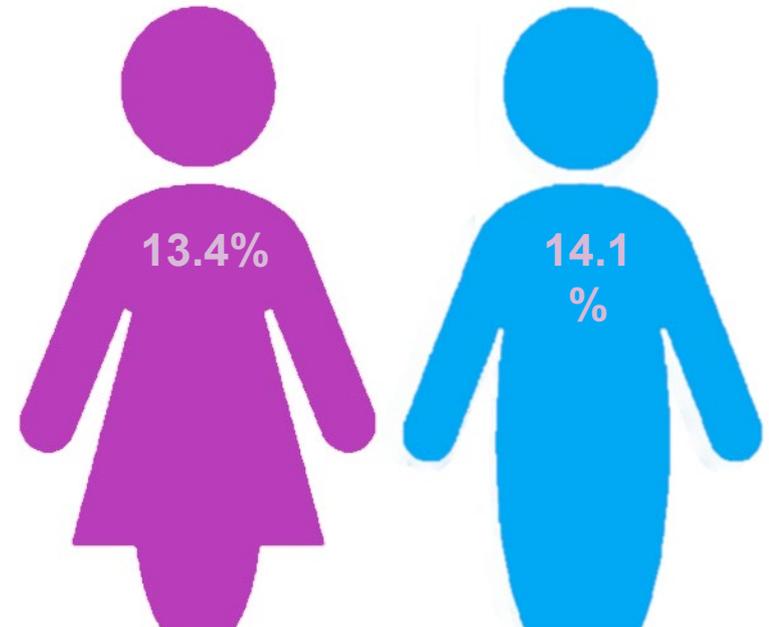
The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

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



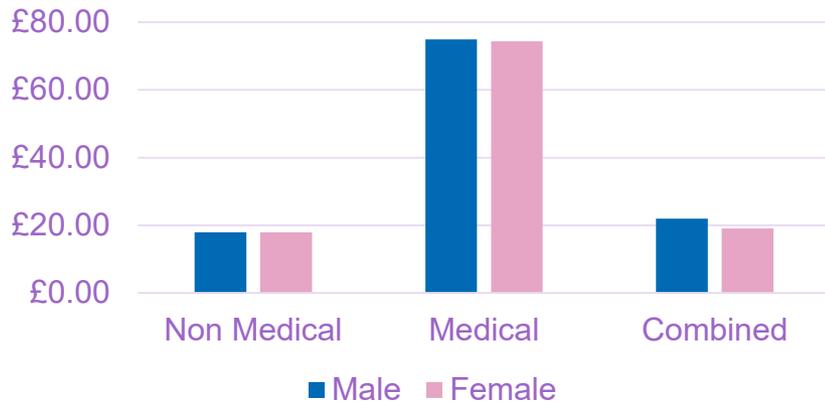
PROPORTION RECEIVING A BONUS



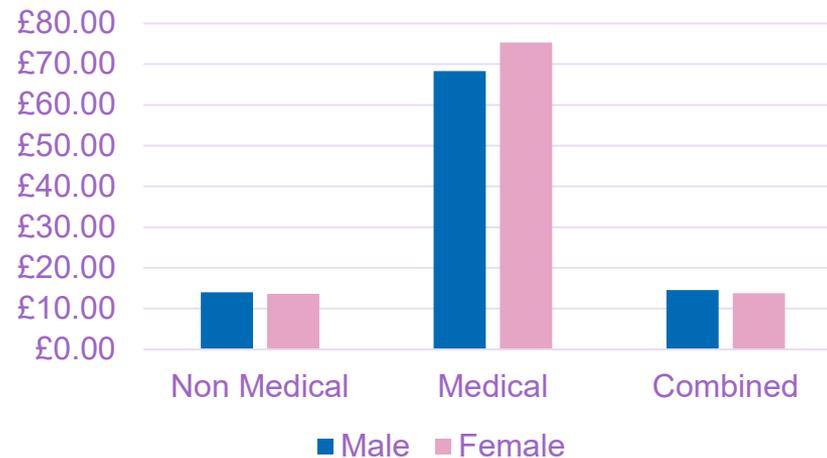
Gender Pay Gap Report



Mean Pay



Median Pay

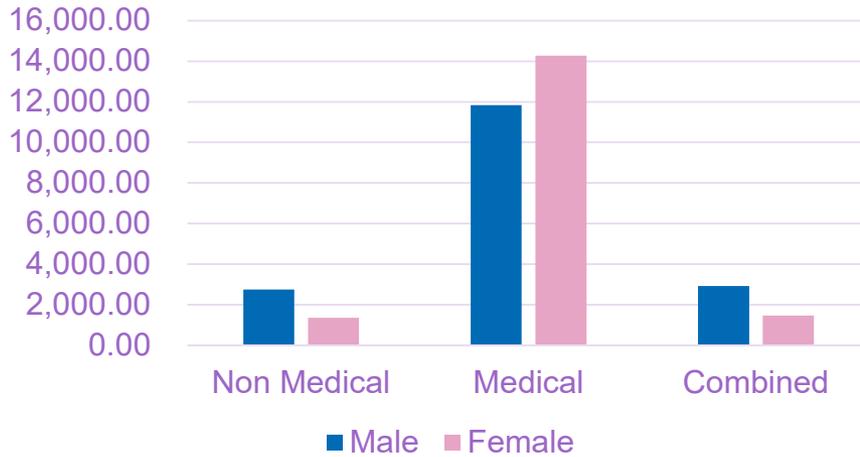


| Type | Non Doctors | Doctors | Combined |
|-----------------------|-------------|---------|----------|
| Mean gender pay gap | 0.1% | 0.7% | 13.2% |
| Median gender pay gap | 3.2% | -10.3% | 5.7% |

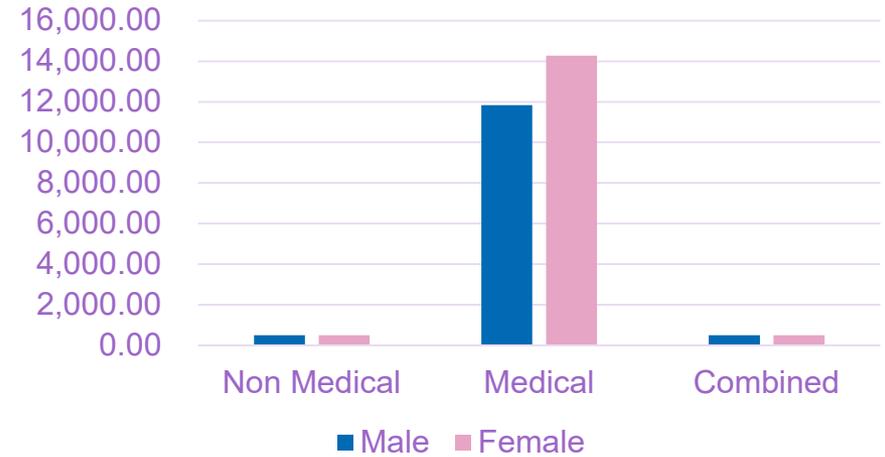
Gender Pay Gap Report



Mean Bonus



Median Bonus



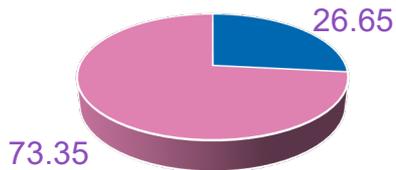
| Type | Non Doctors | Doctors | Combined |
|-----------------------------|-------------|---------|----------|
| Mean bonus gender pay gap | 50.7% | -20.7% | 49.8% |
| Median bonus gender pay gap | 0% | -20.7% | 0% |

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PAY QUARTILES

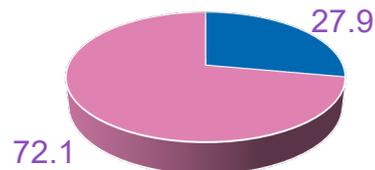
Lower Quartile Split



Hourly Rate Range:
£8.91 to £12.09

Salary Range:
£17374.50 to
£23575.50

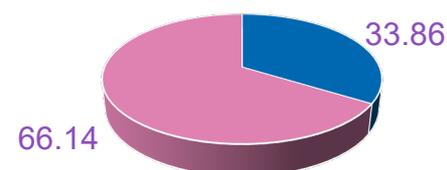
Lower Middle Quartile Split



Hourly Rate Range:
£12.09 to £14.00

Salary Range:
£23575.50 to
£27300

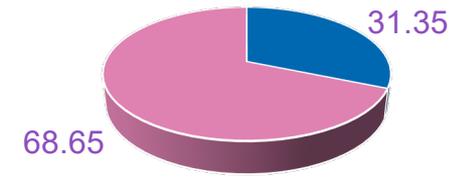
Upper Middle Quartile Split



Hourly Rate Range:
£14.01 to £21.74

Salary Range:
£27319.50 to
£42393

Upper Quartile Split



Hourly Rate Range:
£21.76+

Salary Range:
£42412.50+

WHAT DO OUR RESULTS SHOW?

The overall mean pay gap has fallen significantly since last year to 13.2%, with the median gender pay gap falling to 5.7%. The overall mean bonus gap has risen to 49.8%. Although the workforce is predominantly female in each quartile, the mean bonus gap is influenced by bonus payments in the upper quartile, this year fewer bonus payments were attributed to medical roles which has skewed the results. The median bonus gender pay gap is 0% however which suggests the value of the bonuses are equal to those awarded to men, the proportion of males and females receiving a bonus is also roughly equal.

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.