



Gender Pay Gap Report

Practice Plus Group Health and Rehabilitation Services Limited
2023



Gender Pay Gap Report

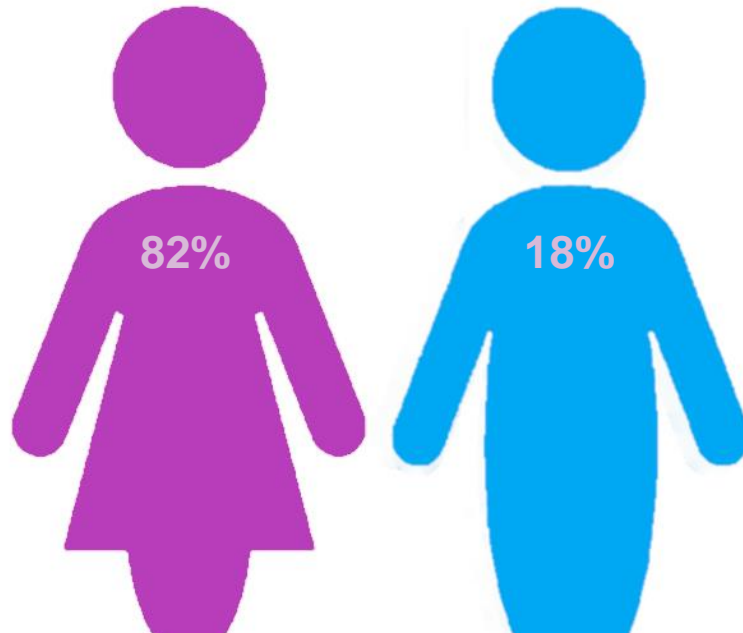


Our colleagues are passionate about creating an exceptional experience for patients, and we are dedicated to delivering the highest standards of quality and safety. We cannot do this without a workforce that is diverse and inclusive.

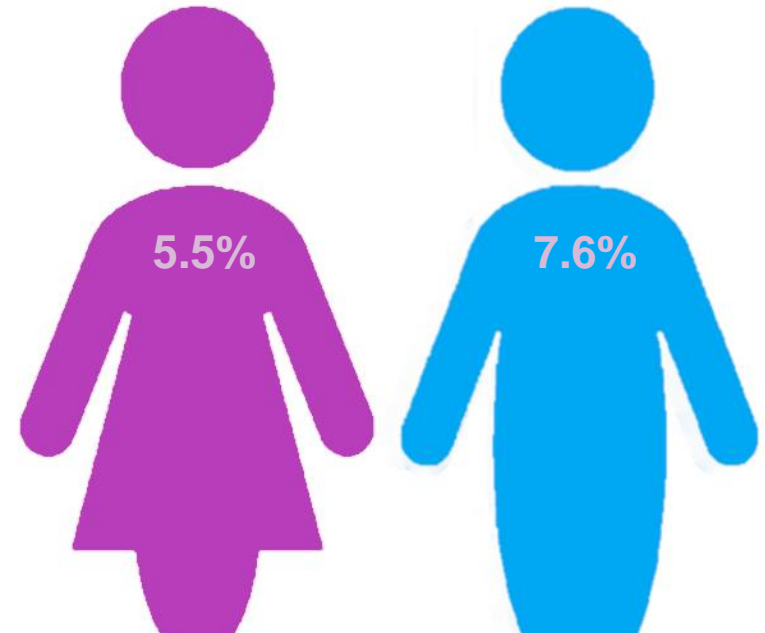
The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

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



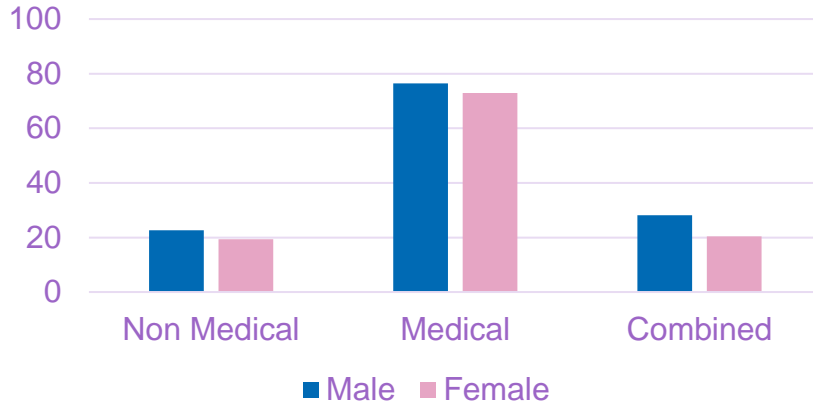
PROPORTION RECEIVING A BONUS



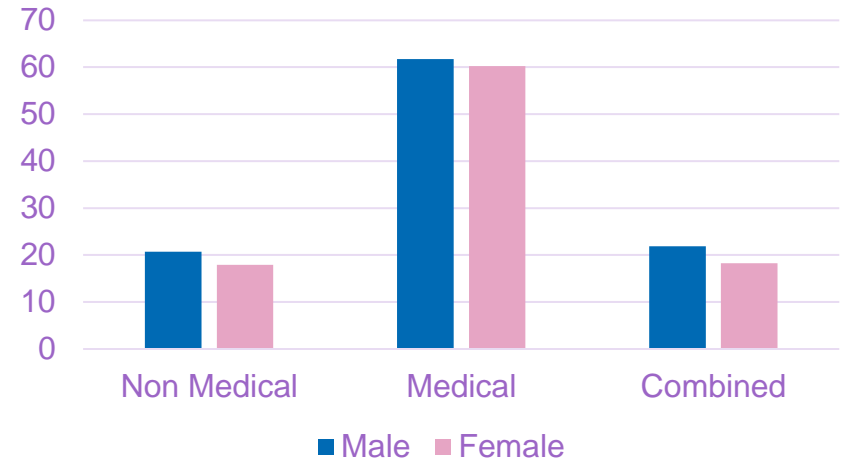
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Mean Pay



Median Pay

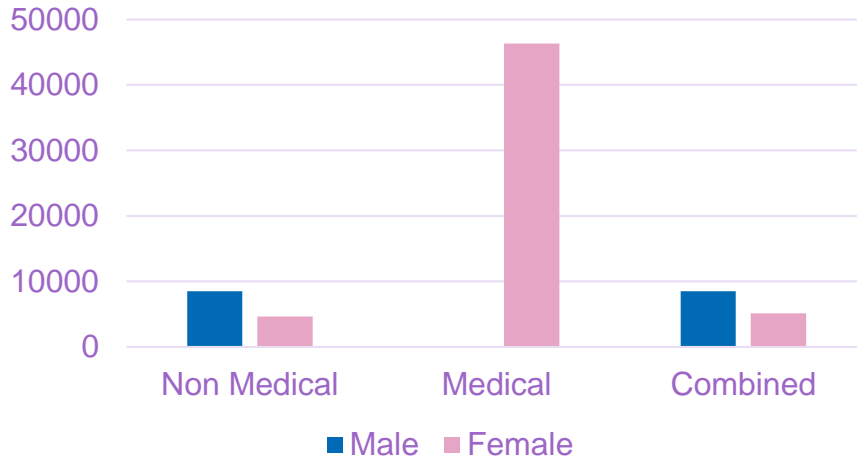


Type	Non Doctors	Doctors	Combined
Mean gender pay gap	14.5%	4.6%	27.6%
Median gender pay gap	13.7%	2.4%	16.5%

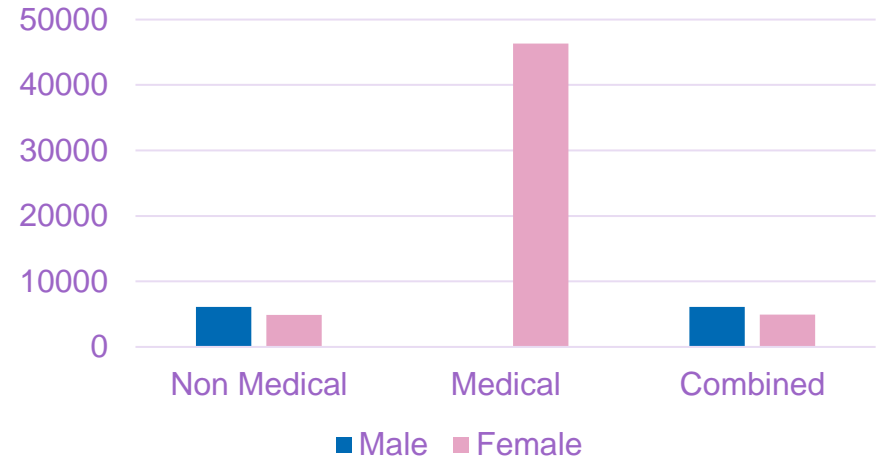
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Mean Bonus



Median Bonus



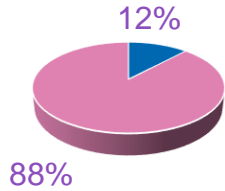
Type	Non Doctors	Doctors	Combined
Mean bonus gender pay gap	45.6%	0%	39.8%
Median bonus gender pay gap	20%	0%	19.1%

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PAY QUARTILES

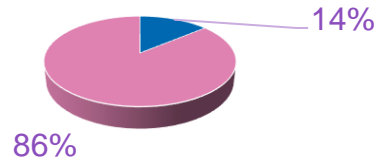
Lower Quartile Split



Hourly Rate
Range: £10.38 to
£13.77

Salary Range:
£20241 to
£26851.50

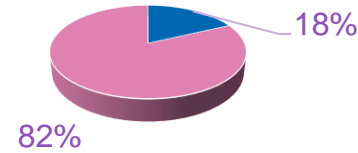
Lower Middle Quartile Split



Hourly Rate
Range: £13.92 to
£18.79

Salary Range:
£27144 to
£36640.50

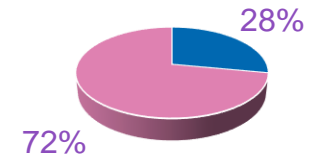
Upper Middle Quartile Split



Hourly Rate
Range: £18.91 to
£24.15

Salary Range:
£36874.50 to
£47092.50

Upper Quartile Split



Hourly Rate
Range: £24.36+

Salary Range:
£47502

WHAT DO OUR RESULTS SHOW?

The overall mean and median pay gap has not changed significantly from the previous year, although there is a slight improvement in the median gap. This is primarily a result of the gap for medical roles closing, in 2022 the medical mean was 13.2% which has fallen to 4.6%, the median in 2022 was 9.1% and this has reduced to 2.4%. Within the quartiles the gap has also closed with the lower quartile having a negative GPG, and the upper middle have no GPG. The mean bonus pay gap has increased slightly although for medical roles bonus's were favourable for females, as a result the median bonus gap has reduced slightly. The workforce remains predominantly female in each quartile, with the proportion of males and females in the lower two quarters remaining the same from last year, in the upper two quartiles the proportion of men has decreased. This shows that more senior roles are being filled by females, however the GPG is largest in the Upper quartile where the largest proportion of males are located.

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.