



Gender Pay Gap Report

Urgent Care Limited 2023



Gender Pay Gap Report

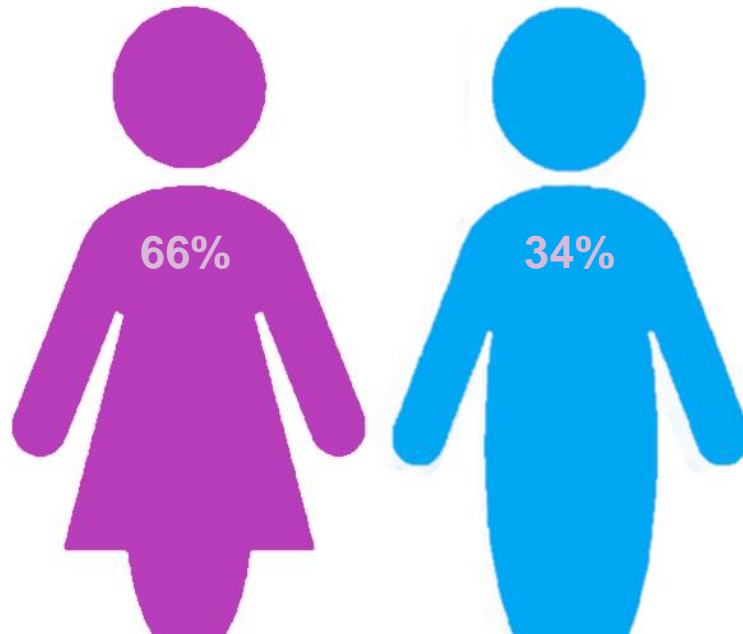


Our colleagues are passionate about creating an exceptional experience for patients, and we are dedicated to delivering the highest standards of quality and safety. We cannot do this without a workforce that is diverse and inclusive.

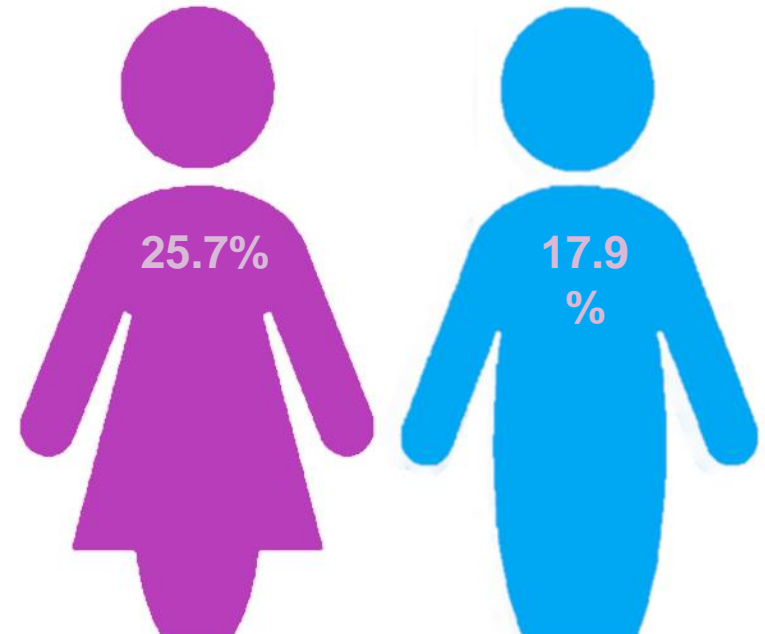
The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

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



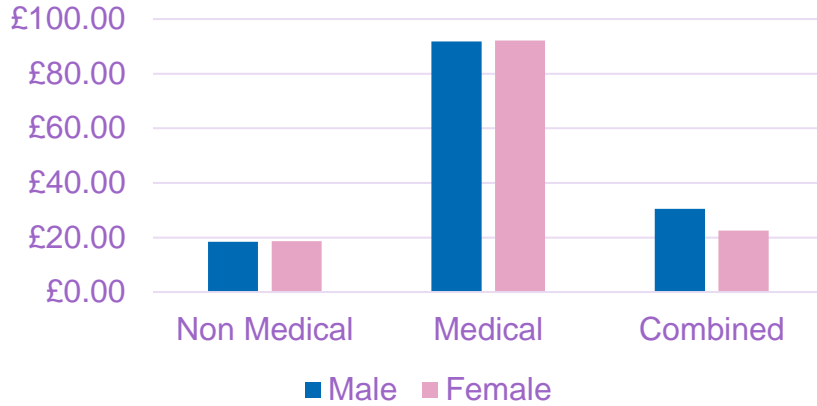
PROPORTION RECEIVING A BONUS



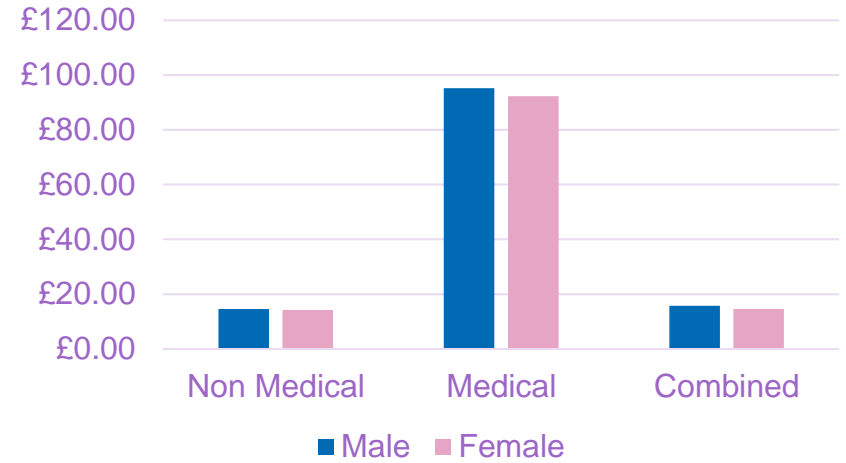
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Mean Pay



Median Pay

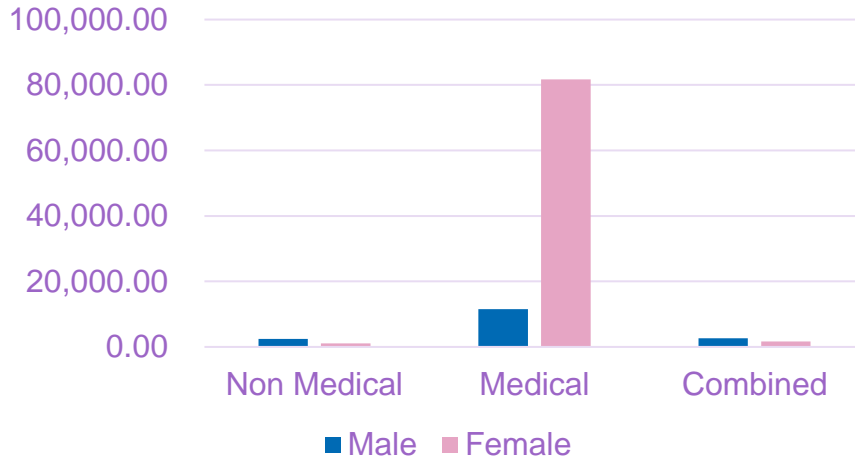


Type	Non Doctors	Doctors	Combined
Mean gender pay gap	-1.4%	-0.4%	26.2%
Median gender pay gap	2.6%	3.3%	8%

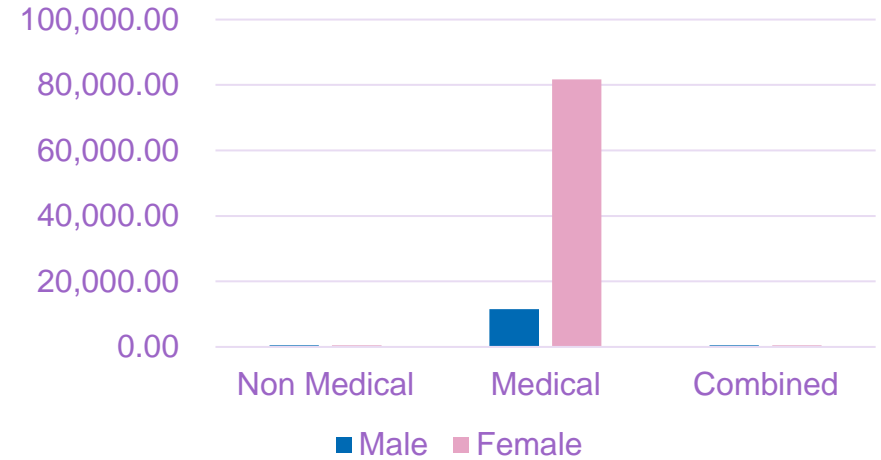
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Mean Bonus



Median Bonus



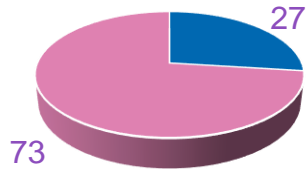
Type	Non Doctors	Doctors	Combined
Mean bonus gender pay gap	55%	-607.2%	36.7%
Median bonus gender pay gap	14.5%	-607.2%	14.3%

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PAY QUARTILES

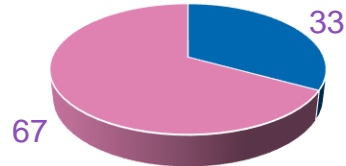
Lower Quartile Split



Hourly Rate Range:
£10.38 to £12.98

Salary Range:
£20241 to £25311

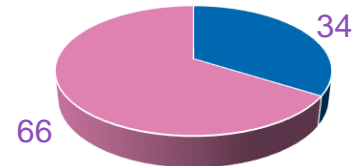
Lower Middle Quartile Split



Hourly Rate Range:
£12.98 to £14.81

Salary Range:
£25311 to £28879.5

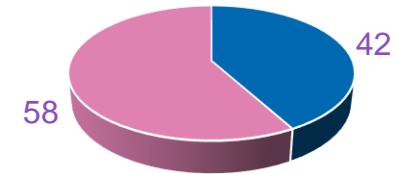
Upper Middle Quartile Split



Hourly Rate Range:
£14.84 to £23.82

Salary Range:
£28938 to £46449

Upper Quartile Split



Hourly Rate Range:
£23.86+

Salary Range:
£46527+

WHAT DO OUR RESULTS SHOW?

The overall mean pay gap has increased to 26.2%, however the mean gap when the population is split into medical and non medical is essentially nil. This is caused by the a higher proportion of the male population being in higher paid medical roles (14%) vs females (5%) and the median suggesting that females are generally in lower paid roles resulting in significant skew. Within the quartiles the biggest change in proportion of males is in the upper quartile which have high pay and therefore have led to an increase in the male average pay, The proportion of females receiving a bonus has almost doubled from the previous year, and the mean bonus gap has reduced to 36.7%. Although the workforce is predominantly female in each quartile, the mean bonus gap is influenced by bonus payments in the upper quartile, The median bonus gender pay gap is 14.3% although for the medical group the median is -607.2%, this is showing that although a lower proportion of males than females receive bonus's, the value of these bonus's is higher.

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.