



# Gender Pay Gap Report

April 2024





## GENDER PAY GAP REPORT APRIL 2024

### Introduction

Health Partners Group Ltd is steadfast in its commitment to ensuring fairness and competitiveness in its earnings package for all colleagues. We believe in equality; salary and earnings are determined by the qualifications and experience required for each job role. This report provides an analysis of our gender pay gap for April 2024, comparing the figures against those from April 2023, to assess our progress and identify areas that require further attention.

### Comparison of 2023 and 2024 Figures

In April 2023, our median gender pay gap was 3%, significantly below the national average of 7.9%. Women in the business earned 97p for every £1 that men earned when comparing median hourly pay. In contrast, April 2024 has seen an increase in the gender pay gap, with women now earning 88p for every £1 that men earn, which means the median hourly pay for women is 12% lower than men's.

The mean gender pay gap has also seen a change; in 2023, the mean gender pay gap stood at 26%, a reflection of the higher number of men in certain specialist roles, particularly in Occupational Health. The mean gender pay gap for April 2024 is 10.3%, indicating a significant reduction from the previous year.

### Pay Quartiles

The representation of women in the upper pay quartile has increased from 2023 to 2024, with women now making up 53.8% of employees in the highest paid quarter. However, the proportion of women in the lowest paid quarter has also increased, with women constituting 84.0% of this quartile in 2024.

### Bonus Pay

The gap in bonus pay has remained relatively consistent between 2023 and 2024. While the percentage of women receiving bonus pay is still slightly less than that of men, the median bonus pay for women is 50% lower than men's in both years.

### Key Factors Influencing the Gender Pay Gap

Our gender pay gap arises from three key factors:

1. A predominantly female workforce in the lower to upper middle quartiles, reflective of the industry being a female-led sector.
2. The presence of more men than women in certain specialist clinician roles, which attract higher rates of pay. This was a significant contributor to the mean gender pay gap of 26% in 2023.
3. A higher number of females working part-time compared to males working full-time, which impacts the median pay gap.



### **Actions Taken Since April 2023**

Since our report in April 2023, we have implemented several measures aimed at improving our gender pay gap:

1. We have intensified our efforts to attract females into specialist and technical roles.
2. Our recruitment practices have been reviewed to ensure inclusivity across all roles and functions.
3. We have monitored gender data to support our diversity and inclusion agenda and to inform strategies to address the gender pay gap.
4. The number of apprenticeships offered has been increased, benefitting both existing and new employees.
5. Our commitment to the Armed Forces Covenant has been upheld.

### **Conclusion**

While we have made some headway in reducing the mean gender pay gap, the increase in the median pay gap in 2024 signifies that more work is needed. Health Partners Group Ltd is dedicated to achieving gender pay equity and recognises the importance of maintaining momentum in our efforts. We will continue to monitor, review, and implement strategies to ensure that our workforce is rewarded fairly and equitably.