

# EXPLAINING OUR 2019 GENDER PAY

This summary of our gender pay report forms part of our requirement to publish specific figures about our gender pay gap, which is reflective of our gender pay gap as of 1 April 2019.

We publish this information on our intranet, corporate website and report the information to the government.

We are committed to being a responsible employer, and having open and transparent pay frameworks which ensure that our colleagues' salaries are reflective of the roles they deliver rather than their gender.

The majority of our workforce have pay frameworks that include hourly rates of pay, with the more unsocial the date/time of shift, the greater the basic rate enhancement.

Colleagues working in these services therefore increase their average hourly rate

of pay depending on the degree to which they work delivering 'unsocial' shifts. Factors such as this can be a determining factor in our gender pay gap, as the rate of pay fluctuates in respect of the hours that the employee works, rather than their gender.

Our annual Performance Development Review links performance, pay and reward and is now well established within the organisation.

We are proud of our position as the leading social enterprise providing high quality integrated urgent care, and we will continue to monitor our position to ensure that we are an employer of choice for the best people to provide the best service.

Our median gender pay gap is:

**-7.58%**

Our mean gender pay gap is:

**-9.11%**



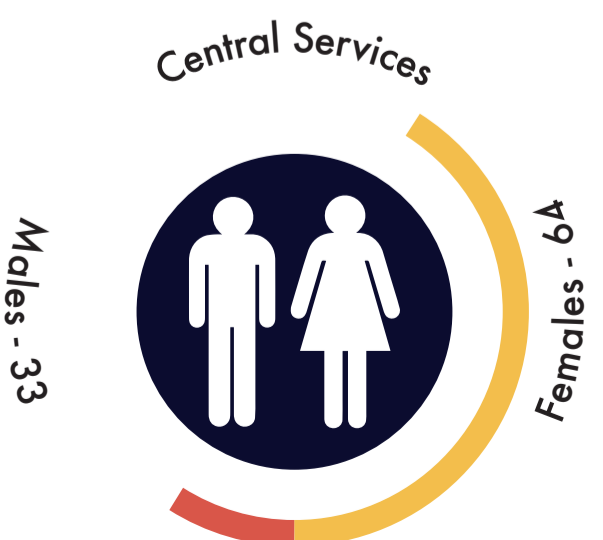
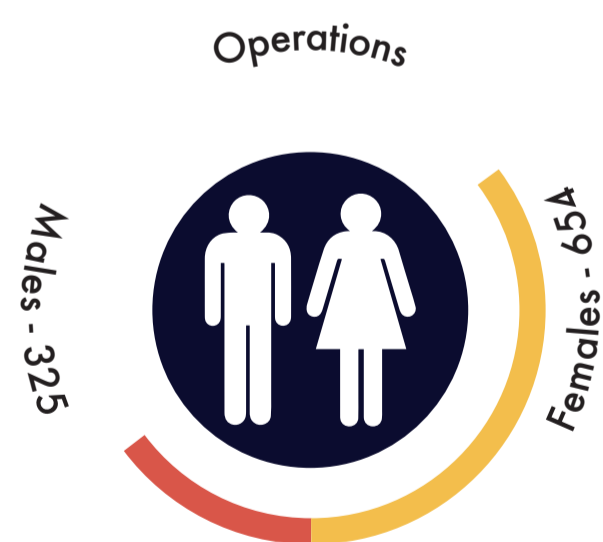
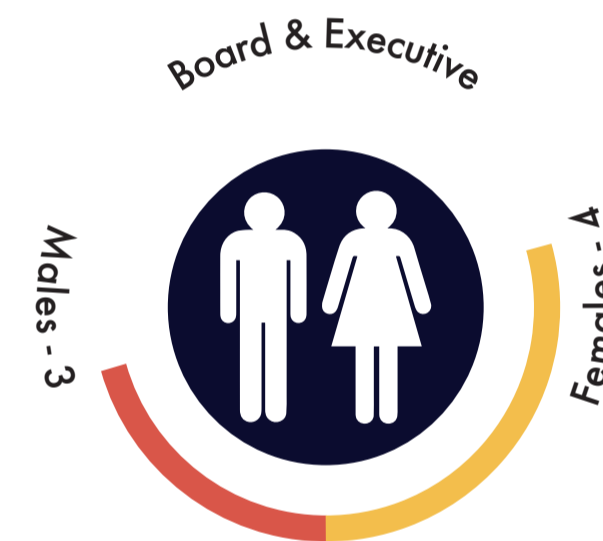
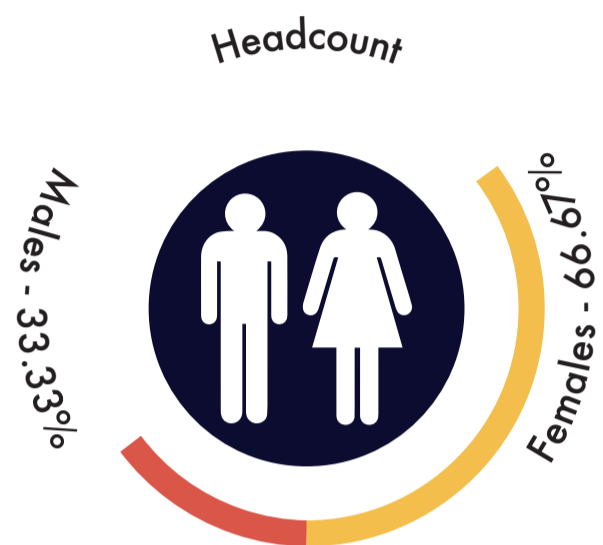
**AVERAGE HOURLY PAY £16.24 PER HOUR**

**AVERAGE HOURLY PAY £14.88 PER HOUR**

**THIS INDICATES THAT OUR FEMALE COLLEAGUES ARE PAID AN AVERAGE HOURLY RATE THAT IS 9.11% MORE THAN OUR MALE COLLEAGUES.**

# WHAT MIGHT EXPLAIN OUR GENDER PAY GAP?

**66.67% OF OUR HEADCOUNT IS MADE UP OF FEMALES**

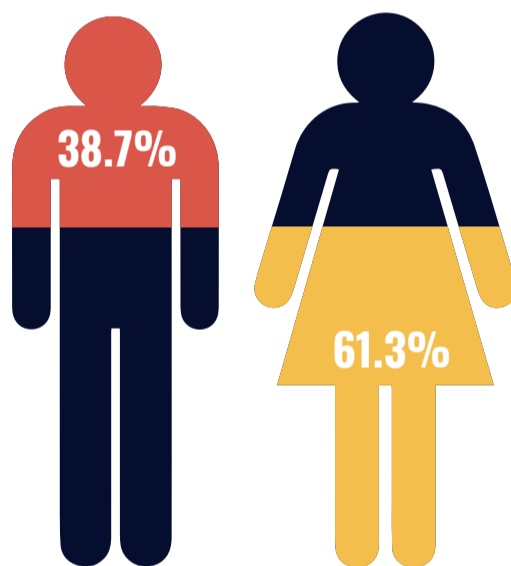


## PAY FRAMEWORKS

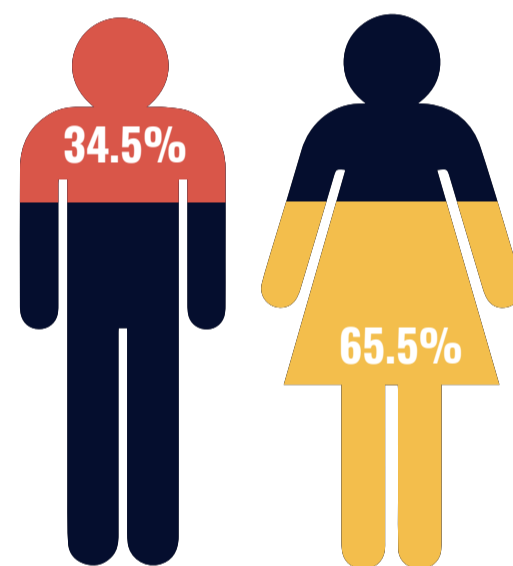
90.4% of our colleagues work within an operational area and many have hourly rates dependent on the time of the day that they work. The gender pay gap will be affected if the hours of the day that attract a higher rate of pay are predominantly worked by one gender.

**REVIEWING THE FULL SALARY RANGES AND SPLITTING THE EMPLOYEE POPULATION INTO FOUR EQUAL GROUPS CALLED QUARTILES SHOWS:**

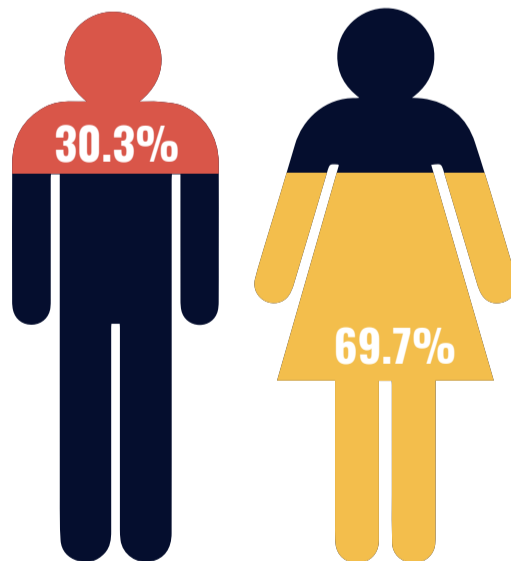
### 1ST QUARTILE



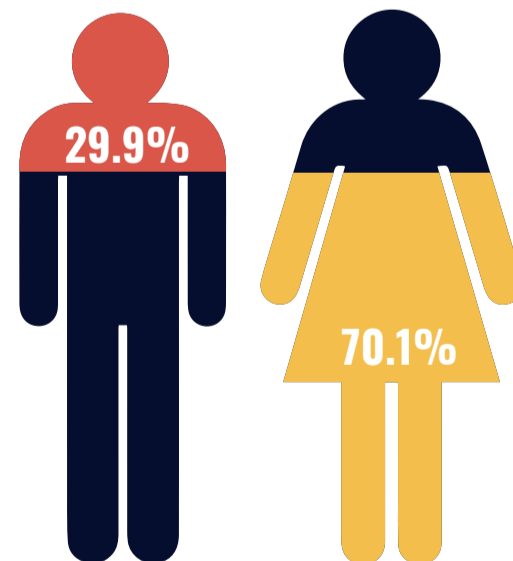
### 2ND QUARTILE



### 3RD QUARTILE



### 4TH QUARTILE



We confirm that we have reviewed the data contained within our full gender pay gap report and that it is accurate and in line with government reporting regulations

David Baines  
Group Director of Finance

Dr Andrew Catto  
Chief Executive

Jo Mills  
Director of People and Culture