

## Gender Pay Gap Report – The Practice Surgeries Limited

The Practice Surgeries Limited



The gender pay gap shows the difference between the average (mean or median) earnings of men and women employed by The Practice Surgeries Limited. This is not the same as equal pay, which is concerned with men and women earning equal pay for the same jobs, similar jobs or work of equal value. It is unlawful to pay people inequitably because of gender. Instead, the gender pay gap highlights any imbalance of average pay across an organisation.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the Regulations) require private sector organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot from 5 April of each year, and each organisation is duty-bound to publish information on their website. The snapshot date for this report is 5 April 2022.

The Regulations require that each private-sector organisation must calculate the following:

- The proportion of males and females in each quartile pay
- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment.

The data shows that we employ more females than males and this is representative of healthcare workforces nationally. However, having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap. This is impacted by a larger proportion of male employees currently being employed in senior clinical roles. We are seeing a greater increase in female employees coming into these roles.

<b>Total Employees</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
	<b>81</b>	<b>448</b>	<b>529</b>

- The mean basic pay gender pays gap and the median basic pay gender pay gap for The Practice Surgeries Limited are as displayed in the table below:

<b>Pay</b>	<b>Male</b>	<b>Female</b>	<b>Difference</b>
<b>Mean</b>	<b>£35.24</b>	<b>£17.06</b>	<b>51.60%</b>
<b>Median</b>	<b>£26.84</b>	<b>£11.88</b>	<b>55.73%</b>

- The proportion of males and females in each quartile pay for The Practice Surgeries Limited are as displayed in the table below:

Pay	Male	Female	Male	Female
<b>Upper (75-100%)</b>	<b>39</b>	<b>65</b>	<b>37%</b>	<b>63%</b>
<b>Upper Middle (50-75%)</b>	<b>15</b>	<b>90</b>	<b>14%</b>	<b>86%</b>
<b>Lower Middle (25-50%)</b>	<b>10</b>	<b>95</b>	<b>10%</b>	<b>90%</b>
<b>Lower (0-25%)</b>	<b>4</b>	<b>100</b>	<b>4%</b>	<b>96%</b>

- The mean bonus gender pay gap, median bonus gender pay gap and the proportion of both males and females receiving a bonus payment for The Practice Surgeries Limited are as displayed in the table below:

Bonus	Male	Female	Difference
<b>Mean</b>	<b>£8,375.09</b>	<b>£2,462.34</b>	<b>70.60%</b>
<b>Median</b>	<b>£1,500.00</b>	<b>£1,500.00</b>	<b>0.00%</b>
<b>Number Receiving Bonus</b>	<b>8</b>	<b>19</b>	<b>(137.50)%</b>
<b>Percentage Receiving Bonus</b>	<b>9.88%</b>	<b>4.24%</b>	<b>1.45%</b>

The bonus data above shows that more females are receiving bonus payments than males, but the amount that males receive is more than females. Whilst the number of females receiving a bonus is higher, out of the total number of males employed, a greater percentage of males receive a bonus over females.

Where we have identified any gaps undertaking this exercise, we will look at ways of understanding further and addressing if required. Gaining a deeper understanding and appreciation of our employee demographic factors will help support our drive to continue to make progress. With the introduction of our new HRIS, we will be able to review gender pay gap data alongside other demographic data to further enhance our action plan.

In seeking solutions to the gender pay gap (GPG), our organisation are becoming increasingly aware of the underlying issues to be addressed and in terms of GPG reporting and implementation we have laid out key areas that we will be or have addressed:

## Equality

- Ensure that gender equality continues to be an integral part of our equality, diversity and inclusion strategy.
- We have completed an analysis of pay differences across our organisation and have introduced pay bands in order to provide wider intelligence on the gender pay gap. We will monitor these pay bands moving forward and take action where necessary.

- To start producing recruitment reports on a bi-annual basis to identify any gender trends across roles and pay bands

### **Recruitment and promotion processes:**

- Monitor and report on applicants, shortlisted candidates and appointments, across different levels, occupations and full/part-time working.
- Continue to consider new channels of recruitment for roles where gender pay gap has been identified, to attract and target candidates. For example, helping to engage more male applicants for roles that form part of the middle-pay-quartiles.
- Continue to seek diverse talent acquisition when recruiting senior/managerial roles, and to continue to provide opportunities for females to take up positions within senior management.
- Create and monitor a fair distribution of bonuses and awards.
- Reintroduce our graduate management training scheme attracting diverse trainees.

### **Wellbeing and retention**

- To continue developing our agile, flexible and productive working environment in order to support more part-time and flexible working approaches by women and men, including both formal and informal flexible working practices.
- Ensuring our flexible working policy is being applied fairly.

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Practice Surgeries Ltd is part of the Operose Health Group.