

# InHealth Group Ltd Gender Pay Report

## 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022

### Overview

64% of our staff are female and the mean average gender pay gap of 15.4% (Metric 1), which shows a 0.5% reduction (improvement) in the past 12 months. The median average gender pay gap has also decreased by 0.8% (Metric 2).

Overall the proportion of staff receiving bonus payments increased by 18.4%, 15.9% more women and 22.5% more men than the previous year (Metric 3). The mean bonus pay gap has reduced since the previous report by 32.5% to 41.6% (Metric 4), however the median bonus pay gap has increased by 29.6% to 61.5% (Metric 5). The average bonus payments to men were higher (Metrics 4&5) this links to the increase in the proportion of men in upper middle (+1.8%) and upper (+3.8%) pay quartiles (Metric 6).

### Actions

We aim to continue to close the gender pay gap, improve gender equality and ensure all our staff can fulfil their career aspirations.

We will continue to encourage our staff to develop their careers whilst at InHealth, including a focus on female places, through our training programmes, graduate and apprenticeship schemes, leadership development programme and MBA senior leadership programme. Developing staff to progress within InHealth to move through the lower to upper pay quartiles.

We are planning to grow our learning and development reach by launching a new dedicated webpage, to better inform staff with visibility of career pathways and specialist training academies. We are also planning to launch a mentoring programme which will have focus on female mentors and mentees, to support more women to develop into leadership positions. We plan to continue growing our organisation and create more opportunities for career progression for internal candidates.

We are planning to launch new systems and technologies such as robotic processing to help alleviate administrative tasks from staff in the lower quartiles which allows for more opportunities for learning and development and therefore career progression.

We plan to introduce more broad banding structures for various roles within the middle quartiles and continue to drive awareness of pay gaps through increased communication to managers specifically around pay review cycles.

We will continue to focus on staff wellbeing and are planning to enhance our wellbeing support package to ensure a sustainable wellbeing culture that encourages everyone to bring their best self to work, including promoting flexible working, employee healthcare support, mental health support and enhanced menopause support, creating a dedicated policy. All of these wellbeing initiatives aim to support women to facilitate successful careers at InHealth.

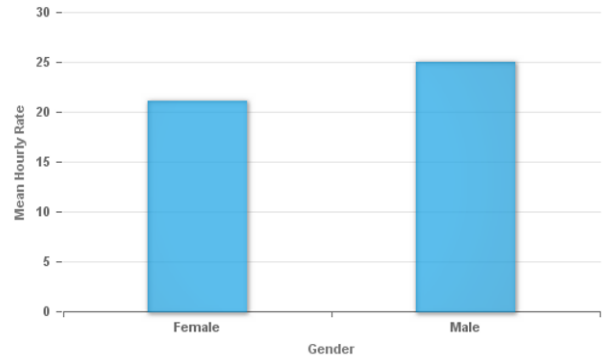
We are committed to improving Equality, Diversity and Inclusion at InHealth and will continue to review ways to improve gender equality. We have a dedicated staff forum and are planning to create a full strategy to drive change and improve inclusion. We will continue our inclusive approach to talent acquisition and encourage applications from women even where they may not consider that they meet all the requirements of the role, which is a well reported barrier for career progression in women. We are also planning to review ways to increase job flexibility such as offering term time contracts for clinical staff.

### Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	971
Male	555
<b>Total</b>	<b>1526</b>

Gender	Mean Hourly Rate
Female	21.12
Male	24.96
<b>Mean Average</b>	<b>22.52</b>

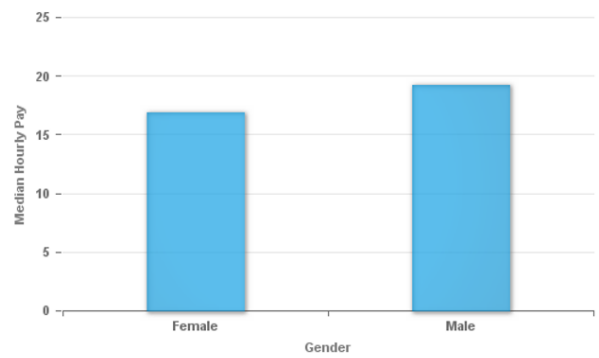
Female MHR: 21.12  
 Male MHR: 24.96  
 Female MHR Difference: 3.83  
 Mean GPG Hourly Rate %: 15.4%



### Metric 2: Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Pay
Female	16.92
Male	19.16
<b>Average</b>	<b>18.11</b>

Female MedianHR: 16.92  
 Male MedianHR: 19.16  
 Female MedianHR Difference: 2.24  
 Median GPG Hourly Rate %: 11.7%

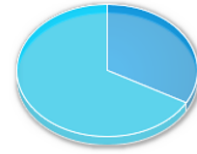


### Metric 3: Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	246	1173	21.0%
Male	213	643	33.1%
<b>Total</b>	<b>459</b>	<b>1816</b>	<b>25.3%</b>



Proportion Females Receiving Bonus: 21.0%

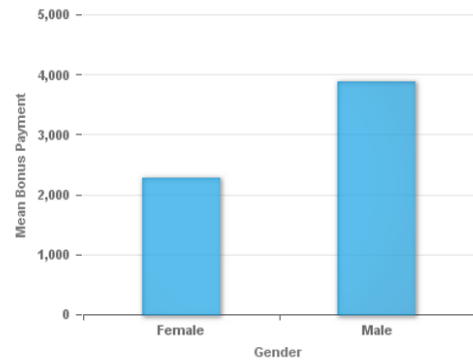


Proportion Males Receiving Bonus: 33.1%

### Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	2267.00
Male	3878.60
Mean Average	3014.87

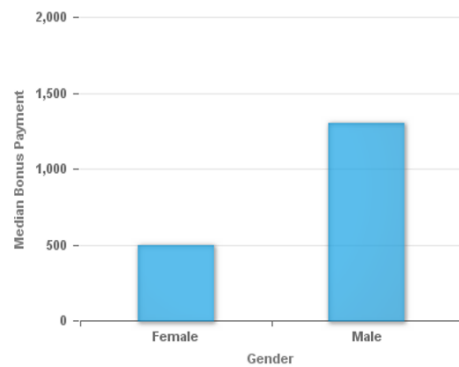
Female Mean Bonus: 2,267  
 Male Mean Bonus: 3,878.6  
 Female Mean Bonus Difference: 1,611.6  
 Mean GPG Bonus %: 41.6%



### Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	500
Male	1300
Average	1000

Female Median Bonus: 500  
 Male Median Bonus: 1,300  
 Female Median Bonus Difference: 800  
 Median GPG bonus %: 61.5%



### Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	381	303	78	79.5%	20.5%
Lower Middle Quartile	383	252	131	65.8%	34.2%
Upper Middle Quartile	383	205	178	53.5%	46.5%
Upper Quartile	381	212	169	55.6%	44.4%