

Health Intelligence Ltd

Gender Pay Report

1st April 2020 to 31st March 2021

Overview

The mean average gender pay gap of 33.98% (Metric 1) shows an increase of 15.13% compared to last year. However, the median average gender pay gap remained stable at 8.91% (Metric 2). This is predominantly a result of significant growth in IT development area projects commanding higher than average salaries. Two-thirds of new roles are held by men and the pay gap for this area is 39%, with no women in the senior roles for this area.

There are 3.75% more women in lower pay quartile (Metric 6) moving down from the lower middle quartile this year with a corresponding increase in the difference between women in the lower and upper quartiles

There were marginally more men proportionately paid bonus (Metric 3) however bonus payments to women were higher on average, resulting in the bonus gap of -27.09%.

Actions

We are addressing this gap through talent planning and increased training programmes with a focus on female places, including a leadership development programme designed to upskill and encourage women to develop and grow into senior roles and the introduction of MA and MBA senior leadership programmes in 2020 to attract more women into senior management roles. We have 64% female cohort across our leadership training programmes.

We have also recently commenced an initiative to promote women's participation in software development including a 'Women in IT Leadership' forum.

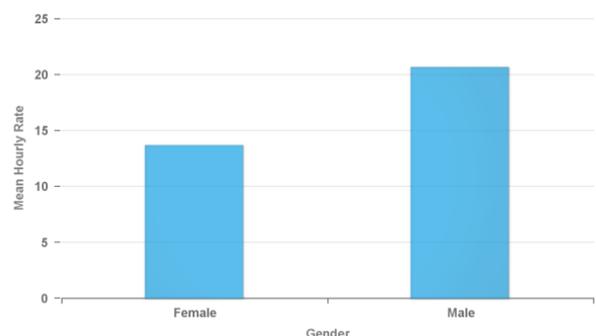
We are continuing our focus and promotion of wellbeing and flexible working to support women moving into senior roles as our workforce remains predominantly female. We have also updated our approach to talent acquisition to further promote inclusivity and encourage applications from women even where they may not consider that they meet all the requirements of the role, which is a well reported barrier for career progression in women.

Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	496
Male	149
Total	645

Gender	Mean Hourly Rate
Female	13.62
Male	20.62
Mean Average	15.23

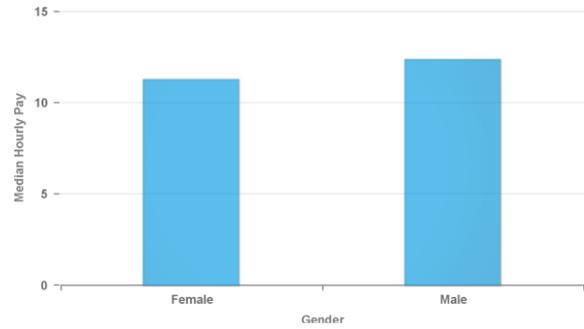
Female MHR: 13.62
 Male MHR: 20.62
 Female MHR Difference: 7.01
 Mean GPG Hourly Rate %: 33.98%



Metric 2: Median Gender Pay Gap in Hourly Pay

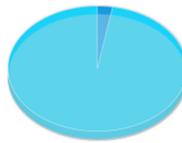
Gender	Median Hourly Pay
Female	11.24
Male	12.34
Average	11.51

Female MedianHR: 11.24
 Male MedianHR: 12.34
 Female MedianHR Difference: 1.1
 Median GPG Hourly Rate %: 8.91%

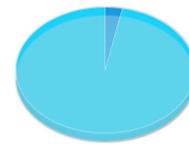


Metric 3: Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	15	545	2.75%
Male	5	161	3.11%
Total	20	706	2.83%



Proportion Females Receiving Bonus: 2.75%

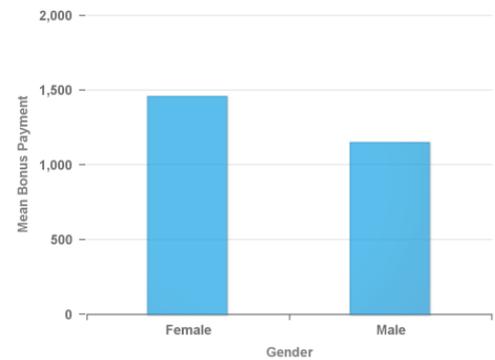


Proportion Males Receiving Bonus: 3.11%

Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	1,456.54
Male	1,146.05
Mean Average	1,378.92

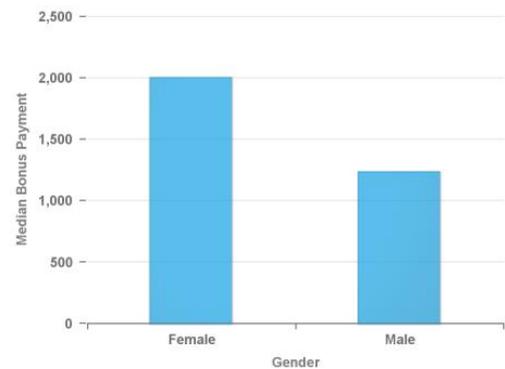
Female Mean Bonus: 1,456.54
 Male Mean Bonus: 1,146.05
 Female Mean Bonus Difference: -310.49
 Mean GPG Bonus %: -27.09%



Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	2,000.04
Male	1,230.18
Average	2,000.04

Female Median Bonus: 2,000.04
 Male Median Bonus: 1,230.18
 Female Median Bonus Difference: -769.86
 Median GPG bonus %: -62.58%



Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	192	158	34	82.29%	17.71%
Lower Middle Quartile	219	172	47	78.54%	21.46%
Upper Middle Quartile	163	129	34	79.14%	20.86%
Upper Quartile	161	108	53	67.08%	32.92%