

# InHealth Ltd Gender Pay Gap Report

## 6<sup>th</sup> April 2022 - 5<sup>th</sup> April 2023

### 1. Introduction

Gender Pay regulations require private sector employers with more than 250 employees, at company or entity level, to publicly report a range of gender pay information and six metrics by 4<sup>th</sup> April every year.

This statement covers all employees who are directly employed by InHealth Ltd.

The report details the six comparative metrics, including mean and median hourly pay gap, and mean and median bonus gender pay gap. The proportion of males and females in each pay quartile and the proportion of males and females receiving bonus pay.

The above measures are calculated using a 'snapshot date' of 5<sup>th</sup> April 2023, while the bonus pay gap data is taken from all bonuses paid in the 12 months prior to this date. The data is taken from our integrated HR and Payroll system.

### 2. Gender Pay Gap - Metrics 1 & 2

The gender pay gap is calculated as the difference between the average hourly salary based on full-pay relevant employees and according to the Government's methodology. Two separate average calculations are used to show the mean and median gender pay gap between male and female staff.

As of 5<sup>th</sup> April 2023, InHealth Ltd employed a total of 1822 full pay relevant staff, 61.4% of these staff were women and 38.6% were men.

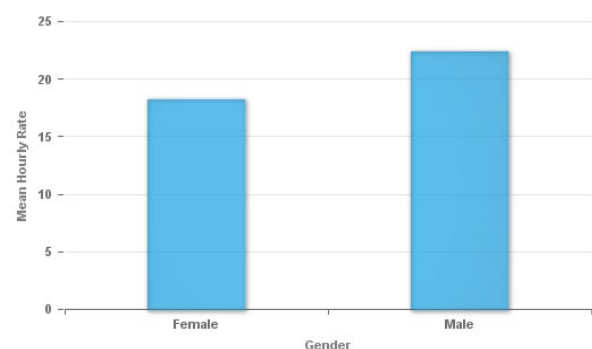
The data below shows that as of 5<sup>th</sup> April 2023, InHealth Ltd had a mean gender pay gap of 18.6% (Metric 1) - this is 3.2% increase compared to the previous reporting period, however the median gender pay gap has reduced by 2.4% to 9.3% (Metric 2).

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

Gender	Full-Pay Relevant Employee Count
Female	1118
Male	704
<b>Total</b>	<b>1822</b>

Gender	Mean Hourly Rate
Female	18.20
Male	22.34
<b>Mean Average</b>	<b>19.80</b>

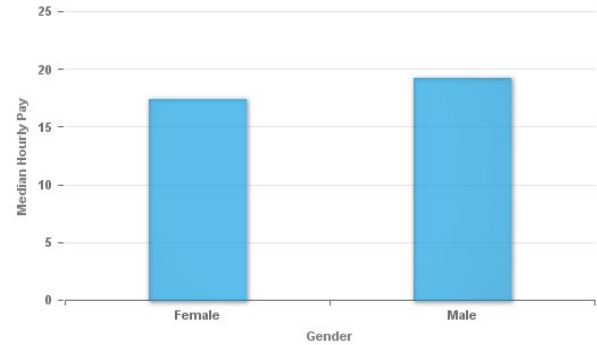
Female MHR: 18.20  
 Male MHR: 22.34  
 Female MHR Difference: 4.15  
 Mean GPG Hourly Rate %: 18.6%



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

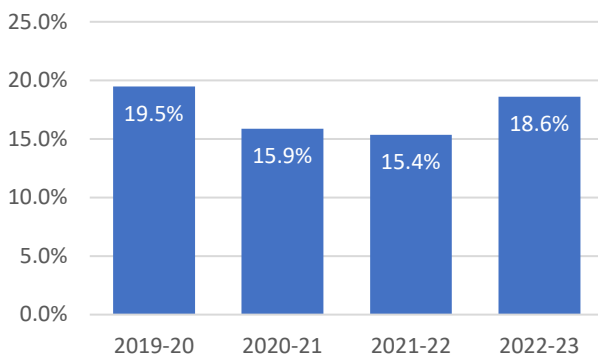
Gender	Median Hourly Pay
Female	17.37
Male	19.16
Average	18.00

Female MedianHR: 17.37  
 Male MedianHR: 19.16  
 Female MedianHR Difference: 1.79  
 Median GPG Hourly Rate %: 9.3%

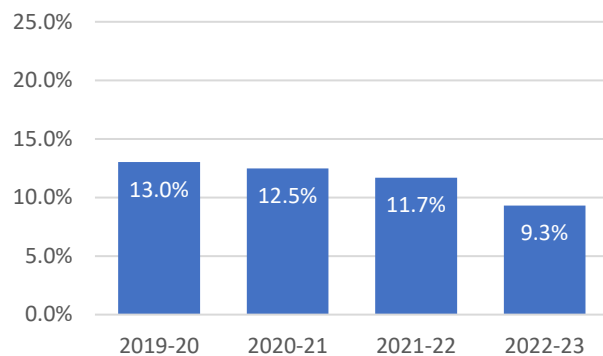


The bar charts below show the changes in average pay gaps over the last four reporting periods. The average mean gender pay gap has been reducing over the previous three reporting periods, but during the last reporting period, this has increased to 18.6%. The average median gender pay gap has reduced over the last 4 reporting periods, with the latest reporting period showing the greatest reduction within the four years: -2.4% to 9.3%.

#### Mean Gender Pay Gap



#### Median Gender Pay Gap



### 3. Bonus Gender Pay Gap – Metric 3, 4 & 5

The bonus gender pay gap metrics look at the percentage difference between the number of female and male full-pay relevant employees who received a bonus in the reporting period. It also looks at the percentage difference between the average bonus paid to men and women by mean and median.

The data below in Metric 3 shows that 79.9% of staff received a bonus in the reporting period. This is a significant increase to the previous reporting period, where 25.3% of staff received a bonus. The reason behind this significant increase is because all permanent fixed term staff who were working for the organisation in December 2022, received a cost-of-living bonus of £800 to support them with the fast increase to energy bills and inflation.

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

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	1051	1333	78.8%
Male	630	770	81.8%
<b>Total</b>	<b>1681</b>	<b>2103</b>	<b>79.9%</b>



Proportion Females Receiving Bonus: 78.8%



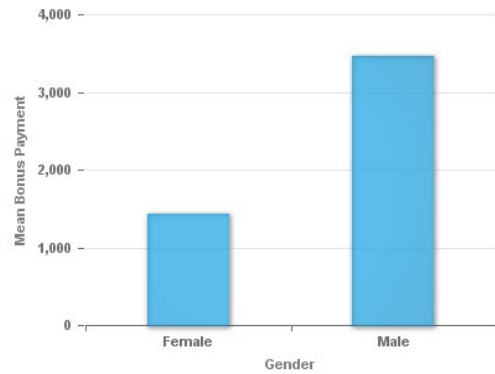
Proportion Males Receiving Bonus: 81.8%

The data below in Metric 4 shows a mean gender bonus pay gap of 58.7% - this is a 17.1% increase compared to the previous reporting period. Aside from the cost-of-living bonus, some members of staff, dependent on their role, are eligible to receive a bonus, which includes some senior managers, customer facing and sales staff. The mean bonus gender pay gap of 58.7% is driven by the fact that there is a higher proportion of men receiving the larger bonuses, based on the roles they occupy. To lessen potential for bias, our bonus scheme follows a set process outlined in our 'InHealth Senior Management Bonus & Commission Scheme Policy' and the 'Performance, Patients / Customers and People (PPP) Bonus Scheme' framework, with all proposals reviewed and approved by the Executive Team.

### Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	1429.7
Male	3459.9
<b>Mean Average</b>	<b>2190.6</b>

Female Mean Bonus: 1,429.7  
 Male Mean Bonus: 3,459.9  
 Female Mean Bonus Difference: 2,030.2  
 Mean GPG Bonus %: 58.7%

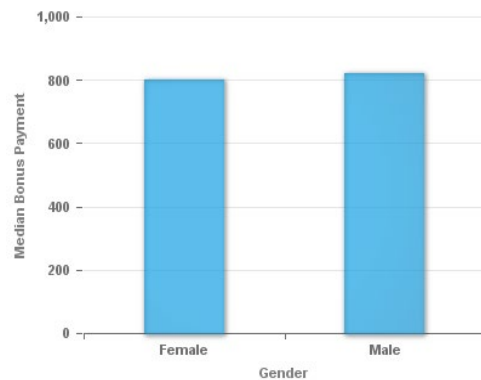


The data below in Metric 5 shows the median bonus gender pay gap. For this reporting period, there was a 2.7% median bonus gender pay gap, which is a reduction of 58.8% compared to the previous reporting period. This is due to most staff receiving a standard cost-of-living payment.

### Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	800.0
Male	822.1
<b>Average</b>	<b>800.0</b>

Female Median Bonus: 800.0  
 Male Median Bonus: 822.1  
 Female Median Bonus Difference: 22.1  
 Median GPG bonus %: 2.7%



#### 4. Pay Quartiles by Gender – Metric 6

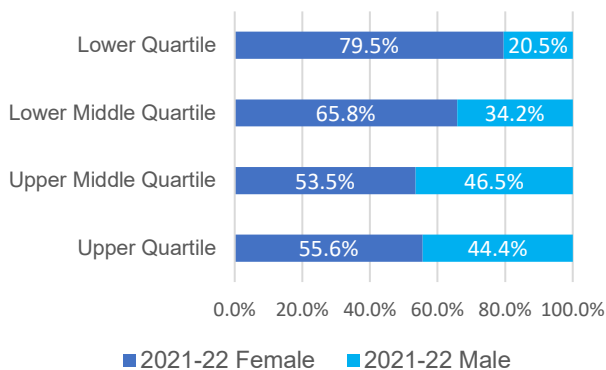
Pay quartiles are calculated by splitting all staff in the organisation into four groups, according to their hourly pay. For this report, it looks at the percentage of women and men in each of those pay quartiles.

The table below (Metric 6) shows that women occupy a larger proportion of the highest paid jobs in the upper quartile at 57.2%, which is an increase of 1.6% from 2021-22 and the number of women within the executive team has maintained since the last reporting period. The top 5% of highest paid roles has proportionally had a greater increase in male roles within this bracket for this reporting period, this is likely to be a driver of the increase in the mean gender pay gap. This growth includes growth within our Digital Team and Clinical Consultants. Another driver of the pay gap is having a smaller proportion of men occupying the lower quartile roles, however there has been an increase in the percentage of men in the lower quartile by 3.2% to 23.7% and in the lower middle quartile, the percentage of men has increased by 5% to 39.2%.

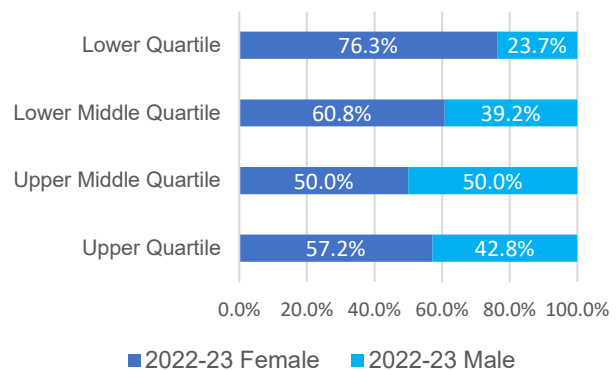
#### Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	451	344	107	76.3%	23.7%
Lower Middle Quartile	492	299	193	60.8%	39.2%
Upper Middle Quartile	478	239	239	50.0%	50.0%
Upper Quartile	444	254	190	57.2%	42.8%

2021-22 Pay Quartiles



2022-23 Pay Quartiles



#### 5. Conclusions

The report shows that there has been an increase to our mean gender pay gap during this reporting period.

However, we remain committed to taking positive steps to reduce and ensure equality, diversity and inclusion initiatives continue to be embedded across the organisation and any potential for bias is reduced.

The following actions provide an overview into the steps we have or are taking to help reduce, and over time eliminate the gender pay gap.

During this reporting period, we have introduced new pay banding structures for more key areas of the workforce. We will continue to identify gaps and implement bandings where appropriate, enabling set pay scales to be advertised for relevant vacancies. All the existing bandings will remain under continuous review to ensure they remain competitive. We plan to continue to embed an evidence-based approach to salaries both at the point of recruiting and pay progression.

We have invested in a new application tracking system to systematically manage our recruitment and development processes and we will continue to review how we can improve recruitment and development practices by further utilising the capabilities of the new system. We aim to put actions in place to ensure that our recruitment and development processes remain robust and fair to all and support our equality, diversity and inclusion agenda to ensure that our workforce reflects the diversity of community, regional and national labour markets.

We have also improved our team structures, adding new senior and deputy roles, to increase greater opportunity and support career progression. We have embedded an annual pay review cycle, which follows a set process for reviewing salaries across the workforce and implementing relevant pay increases. We aim to look at ways to integrate gender pay gap analysis into this process to be able to highlight pay inequalities in like-for-like roles between male and female staff and utilise this process as a means to close any gaps found.

We will continue to support progression and development of our staff throughout their careers at InHealth Ltd and prioritise advertising vacancies and promoting internally where possible. We will continue to provide fair and visible career progression, including access to a range of learning and development opportunities such as apprenticeship schemes, MBA senior leadership programme, leadership training programmes, ability to request educational bursaries, virtual and in-person training presentations and a wide variety of e-learning that can be accessed by all staff via our e-learning platform. We are planning to make career progression via internal vacancies more accessible by launching a monthly email for all staff, to highlight key roles and direct them to our career's website. We are always reviewing and improving our learning and development opportunities, reflecting on staff feedback to ensure it is impactful.

We are refreshing our Equality, Diversity and Inclusion strategy and action plan during 2024 to ensure it is future fit for purpose. This includes working on actions to embed inclusive processes in attraction, recruitment, retention, and talent development and reduce potential for bias. Since November 2022, we have appointed a dedicated Equality, Diversity and Inclusion Lead to ensure we can deliver on our commitments and drive positive improvements.

We recognise that in order to be an inclusive workplace, we need to be flexible in our approach to working hours and have a range of ways that we can facilitate this via our Flexible Working Policy, which includes offering part-time hours, hybrid and remote working where possible, condensed hours and term-time contracts. We will continue to deliver actions to foster a flexible working environment.


We continue to equip our managers and leaders to foster an inclusive culture within their teams and recognise the benefits of a diverse workforce. Actions we are planning to support this include: Inclusion training for all managers via e-learning and in-person presentations, as well as providing guidance resources and signposting support on key inclusion subjects.

We regularly send staff communications to all colleagues to promote inclusion and raise awareness on topics such as female health matters, Menopause, Endometriosis and Period Dignity. We also run regular virtual wellbeing sessions including similar topics and providing informative and supportive spaces. We have a full package of Wellbeing initiatives, including 24hour access to trained counsellors to facilitate positive mental wellbeing and supporting staff to achieve their best and overcome personal and workplace challenges. We regularly review our Wellbeing support and awareness for our staff and continue to put actions in place that have a positive impact.

As part of ensuring staff wellbeing and facilitating a culture of positive improvements, we have numerous routes for staff to speak up and we communicate these regularly to remind and reinforce this. These routes include dedicated staff forums, a diverse range of Freedom to Speak Up guardians and 40 mental health first aiders - we are also planning to introduce a new system to support managers to facilitate capturing feedback from their teams via forms and QR codes to ensure it is easy, accessible and useful. We also conduct an annual staff survey and review the results broken down by gender, to highlight any discrepancies in workplace experience. We will continue to capture and review this data and work on actions to improve any discrepancies found.

This report will be published on the InHealth Group website which is accessible to employees and the public and in addition will also be uploaded on the government's 'Gender Pay Service' reporting site.

I confirm that to the best of my knowledge the information in this document is accurate.

A handwritten signature in dark ink, appearing to read "Maz Fosh".

Maz Fosh – Chief People Officer