

Orwell Healthcare

# Gender Pay Gap Report

2022



# Introduction

**We are pleased to share Orwell Healthcare's first Gender Pay Gap report.**

At Orwell Healthcare we embrace our diversity of culture and gender amongst our employees and though the healthcare industry would traditionally have a more female orientated workforce, we take the opportunity to increase our focus on gender diversity in the workplace. We believe reporting on the Gender Pay Gap will support us in continuing to have an inclusive workplace, with equality and a sense of belonging for all our employees at its core.

This report covers the 2022 reporting cycle, using a snapshot date of 30<sup>th</sup> of June 2022.

We publish our Gender Pay Gap and Gender Bonus Pay Gap, based on the requirements of the Gender Pay Gap Information Act 2021.

This Act requires organisations to report on their hourly gender pay gap across a range of metrics, which are presented in the report:

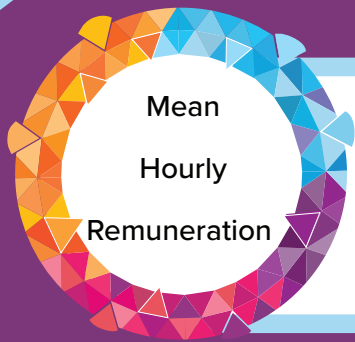
Mean Hourly Remuneration  
Median Hourly Remuneration  
Bonus & Benefit in Kind (BIK) Remuneration  
Quartile Pay Bands

It is important to note when reading this report, that Gender Pay Gap reporting is different to the issue of equal pay, namely the legal requirement to pay male and female employees the same for equal work which is governed by the Employment Equality Act. The basis for the calculation of the Gender Pay Gap is adding up the wages of all relevant employees and dividing the figure by the number of employees. The Gender Pay Gap refers to the difference between what is earned, on average by male and female employees, based on average hourly earnings of all Orwell Healthcare employees.

# Data at a Glance

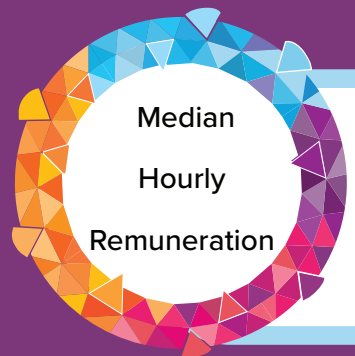
As of 30<sup>th</sup> June 2022, there were 254 employees in Orwell Healthcare (71% female, 29% male). Results of the Gender Pay Gap calculations for staff employed between 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022 are as follows:

*\*A negative figure means that our data is more favourable towards female employees.*



The difference between the average hourly rate of pay of male employees and that of female employees

Full-Time	-7%
Part-Time	-8%



The difference between the median hourly rate of pay of male employees and that of female employees

Full-Time	-1%
Part-Time	4%



The split between the mean Bonus & Benefit in Kind paid to male employees and that of female employees

<b>Bonus</b>	Male	26%
	Female	74%
<b>BIK</b>	Male	19%
	Female	81%

# Our Gender Data

## Explanation and Analysis 2022

As of 30<sup>th</sup> June 2022, there were 254 employees in Orwell Healthcare, 29% male and 71% female.

\*Where a figure is negative our data is more favourable towards female employees.

### Hourly Remuneration:

#### Mean Hourly Remuneration (average)

The difference between the average hourly rate of pay of full-time male employees and that of full-time female employees	-7%
The difference between the average hourly remuneration of part time male employees and that of part time female employees	-8%

#### b). Median Hourly Remuneration (the middle of the set of numbers)

The difference between the median hourly rate of pay of fulltime male employees and that of fulltime female employees	-1%
The difference between the median hourly rate of pay of part-time male employees and that of part time female employees	4%

#### Why do we have a Gender Pay Gap?

From the above data, the Gender Pay Gap is in the female employees favour. This is primarily due to the fact that the Healthcare industry is traditionally a more female orientated industry.

### Bonus & BIK Remuneration

The difference between the mean (average) bonus paid to fulltime male employees and that of fulltime female employees	0%
The difference between the median bonus paid to part-time male employees and that of part time female employees	-26%

#### Why do we have a Gender Bonus and BIK Pay Gap?

The Bonus calculation includes the Vouchers our employees received at Christmas and the BIK includes Continuing Professional Development (CPD) training. We can see that the split of the Bonus/BIK pay gap is equal to or favours female employees, mainly due to there being more female than male employees.

The split between male and female employees is better illustrated by the tables below:

- % of males received a Bonus	26%
- % of females received a Bonus	74%

#### Benefit in Kind:

- % of males received a BIK	19%
- % of females received a BIK	81%

# Our Gender Data

## Explanation and Analysis 2022

Continued

As of 30<sup>th</sup> June 2022, there were 254 employees in Orwell Healthcare, 29% male and 71% female.

### Quartile Pay Bands (Gender Representation)

Whilst the Hourly Remuneration, Bonus and BIK Gap information tells us something useful about the average pay of male and female employees, it tells us little about the distribution of pay across Orwell Healthcare as an organisation. Distribution of information is important, because it helps us understand more about the cause of our pay gap.

The table below shows the distribution of our male and female employees (each pay quartile represents a quarter, or 25% of our total workforce ranked by pay)

Quartile Pay Bands	Male	Female
Lower remuneration quartile pay band	21%	79%
Lower middle remuneration quartile pay band	40%	60%
Upper middle remuneration quartile pay band	34%	66%
Upper remuneration quartile pay band	20%	80%

In the table above, a significantly higher portion of female employees are represented in each quartile band. This gender imbalance across all the quartile pay bands impacts both our mean and median pay gap resulting in the negative pay gap figures reported earlier in this report.

# Action Plan


## Our Gender Balance Action Plan

Some ways to help close the Gender Pay Gap in the future include:



### Recruitment

Our aim is to achieve greater inclusion and diversity throughout Orwell Healthcare by attracting and hiring a diverse range of talent to the organisation. We are continuing to review our talent attraction approach, using job-specific selection criteria to ensure fairness and inclusivity.



### Talent Management

We are committed to ensuring our talent pipeline is increasingly diverse and to develop employees to succeed and thrive in the organisation. To this end we have developed career paths for many roles within the organisation. At Orwell Healthcare, managers are largely promoted from within the organisation.




### Training

We have our own tailored training programme in addition to our on-site classroom training. Our courses are regularly reviewed to ensure we are offering the best possible learning support to new and existing employees.

# Continued Action

at Orwell Healthcare



## Other Employee Benefits

All employees are entitled to avail of our Employee Benefits which include:

- Defined Contribution Pension Scheme
- Death in Service Benefit
- Subsidised Café
- Tax Saver Schemes (bus/rail/bike to work)
- Employee Assistance Programme
- Employee Referral Scheme

We are open to hearing the different ways in which we can further support the diverse needs of our employees, both male and female. We want to encourage employees to be part of this journey and therefore, welcome any comments and suggestions. Whilst gender balance is an important goal, we also recognise the needs of other groups, and the cultural diversity within Orwell Healthcare. We are constantly improving our workplace practices to ensure inclusivity for all.



## A Look Ahead