

ORWELL HEALTHCARE GENDER PAY GAP REPORT

November 2025



Introduction

We are pleased to share Orwell Healthcare's fourth Gender Pay Gap Report.

At Orwell Healthcare, we value the diversity of culture, background, and gender across our workforce. While the healthcare sector traditionally attracts a predominantly female workforce, we continuously seek opportunities to further enhance gender diversity and inclusion. Gender Pay Gap reporting supports our commitment to creating an inclusive workplace where equality, transparency, and a sense of belonging are core principles.

This report covers the 2025 reporting cycle, using a snapshot date of **30 June 2025**.

We publish our Gender Pay Gap and Gender Bonus Pay Gap in line with the **Gender Pay Gap Information Act 2021**, reporting on:

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

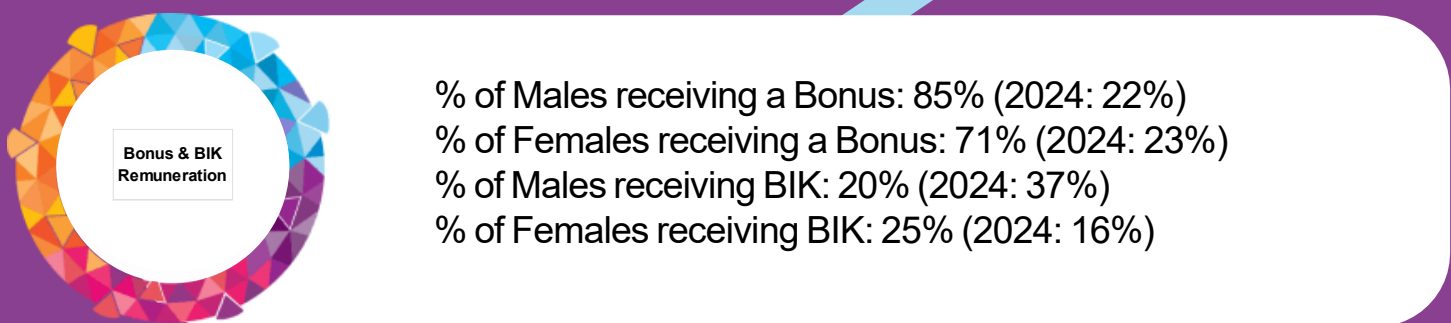
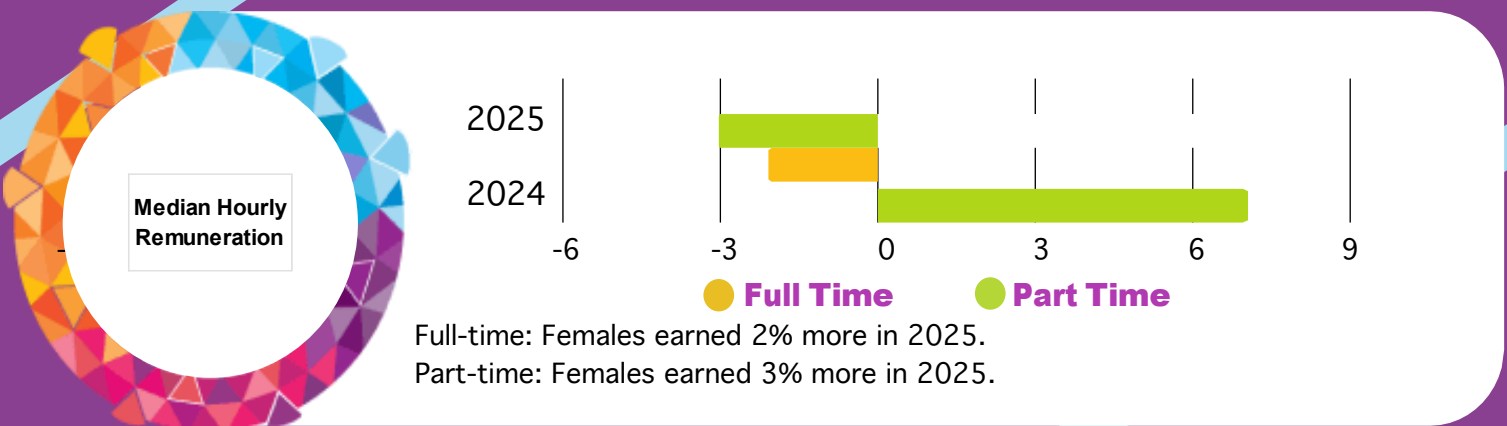
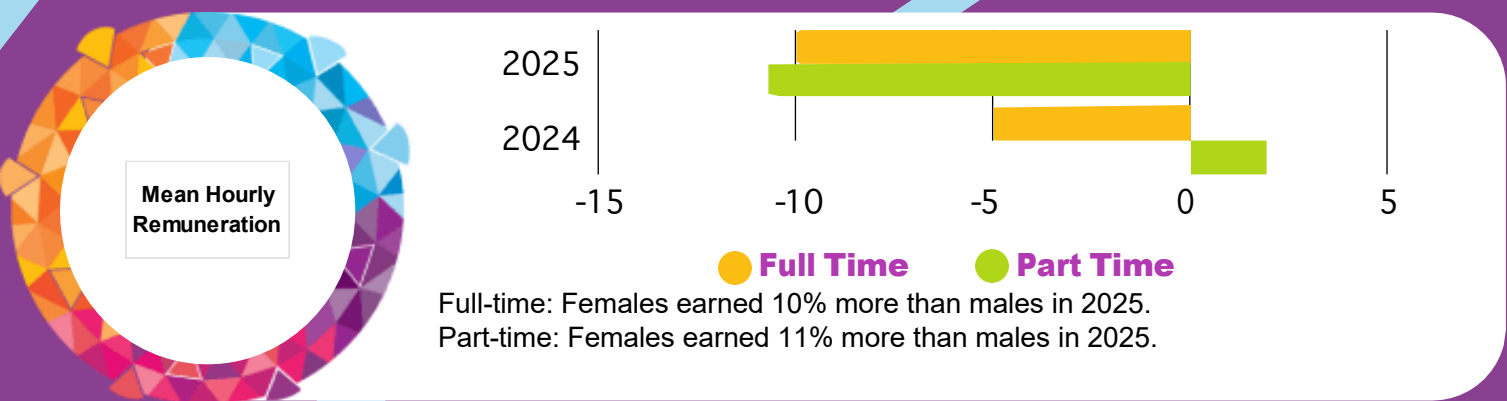
It is important to note when reading this report, that Gender Pay Gap reporting is different to the issue of equal pay, namely the legal requirement to pay male and female employees the same for equal work which is governed by the Employment Equality Act. The basis for the calculation of the Gender Pay 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 June 2025, Orwell Healthcare employed **240 people** (2024: 242):

- **25% male** (2024: 26%)
- **75% female** (2024: 74%)

The Gender Pay Gap results presented below are based on data from 01 July 2024 to 30 June 2025.



Our Gender Data explanation and analysis 2025

As of 30th June 2025, there were 240 employees (2024: 242) in Orwell Healthcare, 25% male (2024: 26%) and 75% female (2024: 74%).

Note: A negative percentage indicates that the average outcome is more favorable for female employees

1. Hourly Remuneration

a). 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	-10% (2024:-5%)
The difference between the average hourly rate of pay of part-time male employees and that of part-time female employees	-11% (2024: 2%)

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

The difference between the median hourly rate of pay of full-time male employees and that of full-time female employees	-2% (2024: 0%)
The difference between the median hourly rate of pay of part-time male employees and that of part-time female employees	-3% (2024: 7%)

Why do we have a Gender Pay Gap?

Our Gender Pay Gap favours female employees. This remains primarily due to the gender composition of the healthcare sector, which is traditionally female dominated. With significantly more female than male employees across all roles and pay levels, the average and median earnings naturally reflect this demographic.

2. Bonus & BIK Remuneration

The difference between the mean bonus paid to fulltime male employees and that of fulltime female employees	-3% (2024: 0%)
The difference between the median bonus paid to part-time male employees and that of part time female employees	0% (2024: -16%)

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

The Bonus calculation includes Vouchers 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:

Bonus

- % of males received a bonus	85% (2024:22%)
- % of females received a bonus	71% (2024:23%)

Benefit in Kind

- % of males received a BIK	20% (2024:37%)
- % of females received a BIK	25% (2024:16%)

3. 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 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	37% (2024:28%)	63% (2024:72%)
Lower middle remuneration quartile pay band	22% (2024:25%)	78% (2024:75%)
Upper middle remuneration quartile pay band	22% (2024:28%)	78% (2024:72%)
Upper remuneration quartile pay band	18% (2024:23%)	82% (2024:77%)

In the table above, a significantly higher portion of female employees are represented in each quartile band. This gender imbalance across all the quartiles pay bands impacts both our mean and median pay gap resulting in the negative pay gap figures reported earlier in this report (see 1. Hourly Remuneration above).

4. Our Gender Balance Action Plan

We have been working on ways to help close the Gender Pay Gap in the future, which include:

- a). Recruitment – In 2024/25 we continued to aim at achieving greater inclusion and diversity throughout Orwell Healthcare by attracting and hiring a diverse range of talent to the organisation. We have our recruitment strategy in place and are continuing to ensure that we maintain our commitment to this goal.
- b). Employee Voice – We encourage feedback from our employees and we have our staff committee in place to strengthen the employer-employee relationship by providing a forum for staff to engage, participate and offer feedback.

c). Develop an Agile Organisation – Our goal for 2025 was to develop an organisation whose structure, policies and capabilities have been designed to enable employees to quickly respond to changing environments. Agile organisations are built on a network of empowered teams that operate with high standards of alignment, accountability, expertise, transparency, and collaboration. Agile organisations constantly seek to improve the effectiveness and impact of how they work.

d). Training – we continue to review and improve our tailored training programmes to ensure we are offering the best possible learning support to new and existing employees.

5. Other Employee Benefits

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

- Defined Contribution Pension Scheme
- Death in Service Insurance Benefit
- Subsidised Café
- Tax Saver Schemes (bus/rail/bike to work)
- Employee Assistance Programme
- Employee Referral Scheme
- Continuous Professional Development
- Paid Mandatory Training

6. Continued action at Orwell Healthcare

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.