

**ORWELL HEALTHCARE
GENDER PAY GAP REPORT
DECEMBER 2024**



**ORWELL
HEALTHCARE**

Introduction

We are pleased to share Orwell Healthcare's third 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 continue to support us to have an inclusive workplace, with equality and a sense of belonging for all our employees at it's core.

This report covers the 2024 reporting cycle, using a snapshot date of 30th June 2024.

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

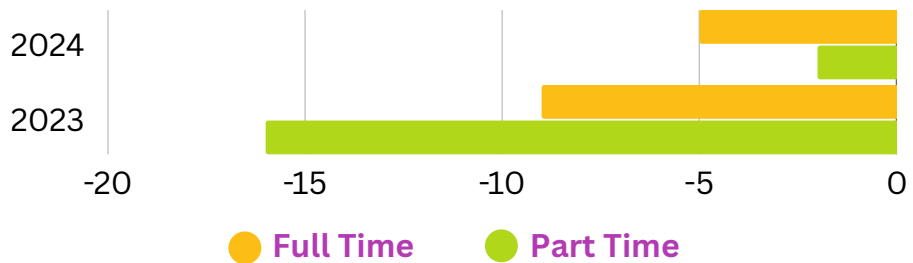
It is important to note when reading this report, that Gender Pay Gap reporting is different to the issue of equal pay, namely the legal requirement to pay male and female employees the same for equal work which is governed by the Employment Equality Act. The basis for the calculation of the Gender Pay 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 30th June 2024, There were 242 Employees, in Orwell Healthcare 74 % Female (2023 : 74 %), 26 % Male (2023 :26 %)

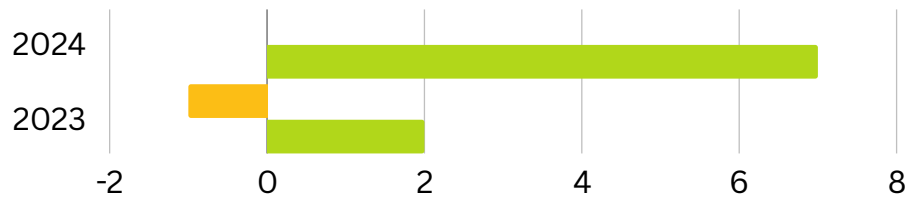
The findings of the Gender Pay Gap calculations for staff employed between 1st July 2023 to 30th June 2024 are as follows:

Mean Hourly Rates



Full Time - (Female full-time employees earn on average 5% more than males)
(Female part-time employees earn on average 2% more than males)

Median Hourly Remuneration



(No difference between male and female median pay)
(Male part-time employees have a 7% higher median pay)

Bonus & BIK Remuneration

% of Males receiving a Bonus: 22% (2023: 80%)
% of Females receiving a Bonus: 23% (2023: 84%)
% of Males receiving BIK: 37% (2023: 27%)
% of Females receiving BIK: 16% (2023: 26%)

Our Gender Data explanation and analysis 2024

As of 30th June 2024, there were 242 employees (2023: 230) in Orwell Healthcare, 26% male (2023: 26%) and 74% female (2023: 74%).

Please note: where a figure is a negative this means that our data is more favourable towards 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	-5% (2023:-9%)
The difference between the average hourly remuneration of part time male employees and that of part time female employees	-2% (2023:-16%)

b). Mean 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	0% (2023:-1%)
The difference between the median hourly rate of pay of part-time male employees and that of part time female employees	7% (2023:2%)

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.

2. Bonus & BIK Remuneration

The difference between the mean (average) bonus paid to fulltime male employees and that of fulltime female employees	0% (2023:0%)
The difference between the median bonus paid to part-time male employees and that of part time female employees	-16% (2023:-27%)

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	22% (2023:80%)
- % of females received a Bonus	23% (2023:84%)

Benefit in Kind

- % of males received a BIK	37% (2023:27%)
- % of females received a BIK	16% (2023:26%)

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	28% (2023:29%)	72% (2023:71%)
Lower middle remuneration quartile pay band	25% (2023:26%)	75% (2023:74%)
Upper middle remuneration quartile pay band	28% (2023:26%)	72% (2023:74%)
Upper remuneration quartile pay band	23% (2023:23%)	77% (2023:77%)

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 (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 2023/24 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 2024 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
- Statutory Sick Pay

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.