

# Gender Pay Gap Report 2020



## Background

The Gender Pay Gap is a high-level snapshot of pay within an organisation that shows the difference in the average pay between all men and women in the workforce. This report details our gender pay gap results for both pay and bonuses for 2020 and focus areas to ensure gender pay equality. Results need to be published by the organisation by 4th April 2021 using the snapshot date of 5th April 2020.

## Purpose

Gender pay gap reporting is an annual legislative requirement to disclose the pay gap for all organisations. The purpose of the disclosure is to identify the difference in hourly pay between men and women and share strategic visions for how the gap can be reduced with this being measured annually.

## 2020 Results

Difference between men and women	Mean (Average)	Median (Mid Point)
Pay	16.75%	17.40%
Bonus	34.70%	31.00%

## How we compare

The Office of National Statistics calculates the current average gap at 15.5% for pay.

***Over the last 3 years the mean gender pay gap has tracked as follows:***

	Mean (Average)
2020	16.75%
2019	21.66%
2018	18.40%

It is encouraging to see a **reduction of 4.91%** in the mean gender pay gap from the 2019 report to the 2020.

## How it is calculated

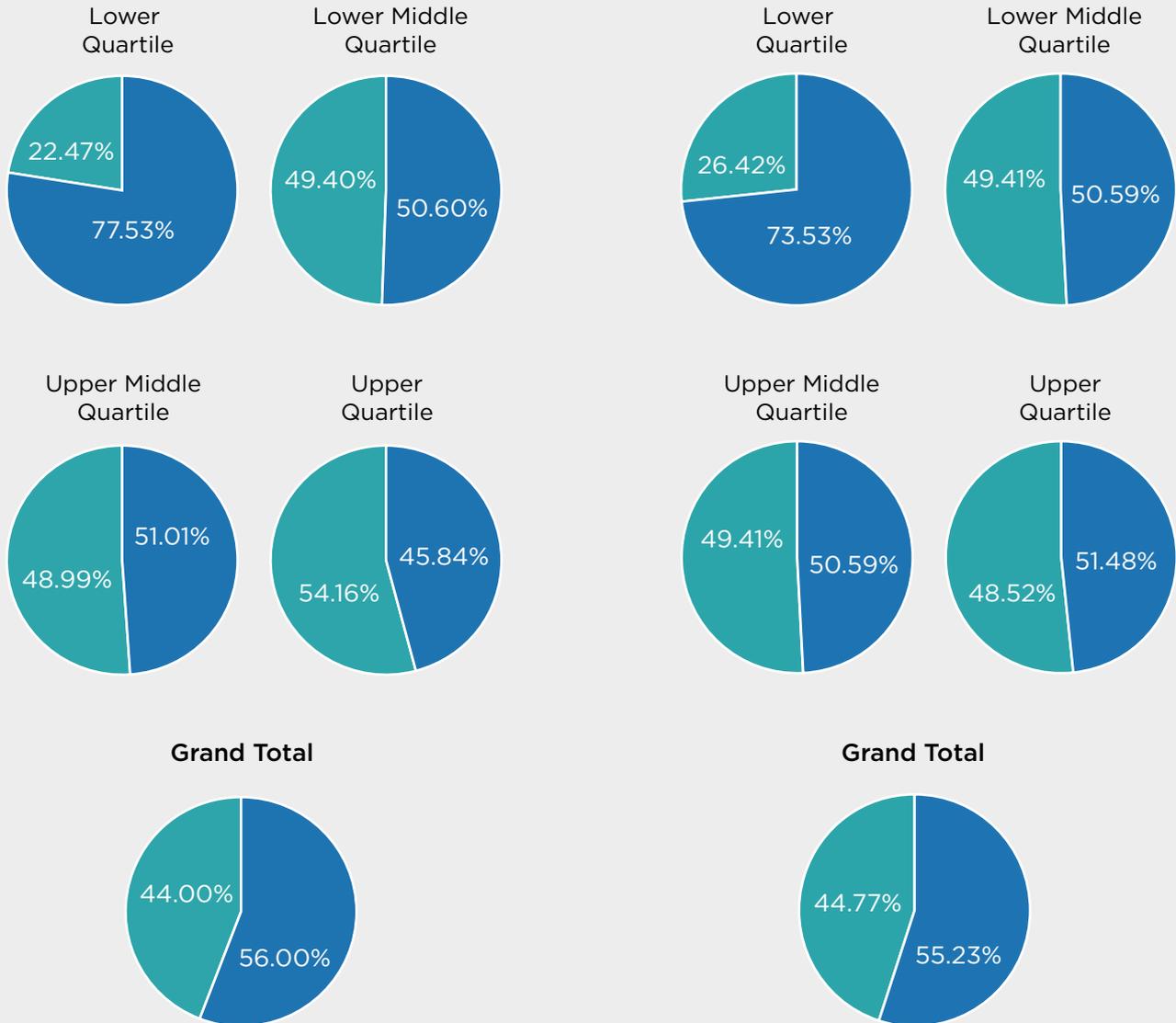
All 'full paid relevant' colleagues are listed from highest to lowest paid using a strict criteria of payments constitutions, then the mean and median values are calculated. This data is then split into 4 quarters (upper quartile being the highest paid colleague Lower Quartile being the lowest paid colleagues) Bonus payments are considered in the same way and are calculated independently from base salaries.

## Male and Female split per Quartile 2019 and 2020

Female Male

### 2019

### 2020



### Observations

- Although females are still the majority, the lower quartile is moving in a positive direction with a decrease of 4% females in this group from 2019 to 2020. As last year, the majority of roles in this quartile are Patient Care Advisors. Of all colleagues with this job title, 75% are female.
- The middle quartiles remain broadly unchanged and are well balanced.
- The upper quartile is particularly encouraging with an increase of nearly 3% more females as compared to 2019 and nearing a 50-50 female to male ratio which is very positive.

We employ 55.23% females to 44.77% males, which confirms representation of females overall is not a concern and remains broadly unchanged to 2019.

## Bonus

“Bonus” constitutes as any rewards relating to productivity, performance, incentive and commission paid in cash, vouchers or securities. Our mean gender pay gap for bonus payments is **34.7%**. It is encouraging to note that this has **decreased by over 10%** since 2019 (when the figure was 45.19%.) Our results show that the average median bonus value paid to males during the 12-month period to the 5th April 2020 was **£725** compared to an average value of **£500** for females.

### *Apportionment of colleagues in receipt of a bonus during the period*

	Number of relevant employees	Number receiving bonus	%
Female	398	102	25.63%
Male	306	80	26.14%

The apportionment shows that there is a balance in the proportion of males and females receiving bonuses. The main reason for the mean bonus pay gap of 34.7% is bonuses for our most senior colleagues – it is worth noting that **of the 10 highest bonus earners in the relevant period, only one was female.**

## REDUCING THE GAP

Connect Health have undertaken a number of actions since the 2019 report and commit to further action this year.

- All roles have been advertised with flexible hours as standard and with flexibility of location and increased remote working. People stories have been shared externally including many inspiring female stories.
- The launch of Bee Who You Want to Be and job crafting has enabled more internal promotion and development which is evidenced in the analysis regarding quartiles, particularly the upper quartile.
- As committed to in the 2019 report, a new Diversity & Inclusion steering group has been launched with a new BeeYOUrself programme and Diversity and Inclusion Promise. As part of this we have launched a dedicated Gender Equality group. In 2021 this group will be exploring the barriers that women may have faced in leadership and putting in place programmes accordingly. We will also be launching Inclusive Mentoring in early 2021.
- A Talent Strategy has been devised and implemented. Internal talent is mapped and colleagues will work with our talent toolbox to be the best they can be and fulfil their potential. We will seek to continually enhance this over the next 3 years.