

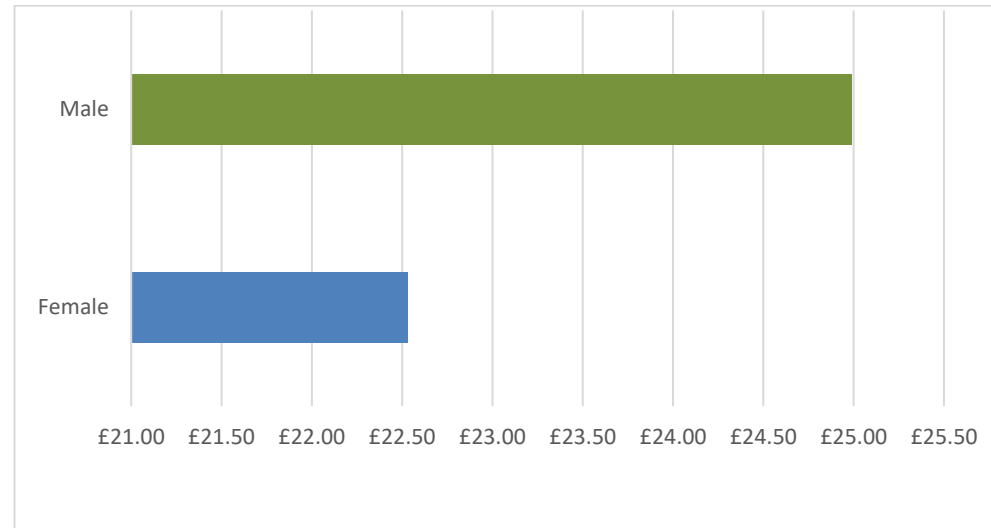
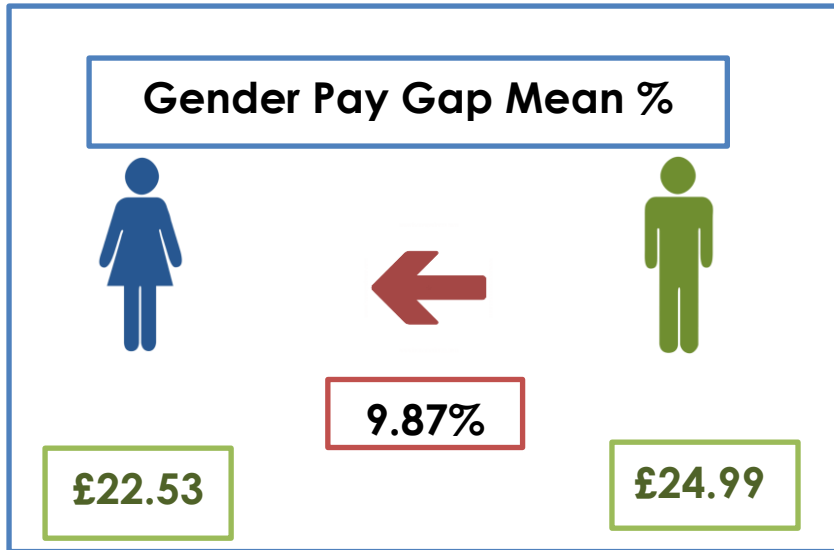


# **GENDER PAY GAP REPORT**



**(Data as at 31 March 2024)**

## Average Gender Pay Gap as a Mean Percentage



The Your Healthcare ordinary average gender (ordinary) pay gap as a **mean percentage**, based on hourly pay rates is £22.53 for female relevant employees and £24.99 for male relevant employees for the pay period as at 31 March 2024. This equates to a £2.47 difference and a percentage difference of 9.87%. This positive percentage figure indicates that typically or overall female employees have lower pay than male employees.

Compared to the 2023 Gender Pay Gap Report the mean percentage gender pay gap has reduced by 1.7% from 11.53% in March 2023 to 9.87% in March 2024.

Calculation for Mean % Pay Gap:  $(\text{Male Mean Hourly Pay} - \text{Female Mean Hourly Pay}) \times 100$  divided by Male Mean Hourly Pay

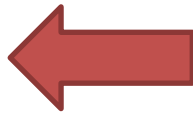
The Your Healthcare Gender Pay Gap figures are based on 503 relevant employees for the pay period as **31 March 2024**. Gender breakdown of these employees equates to 425 female (84%) and 78 male (16%) employees.

## Average Gender Pay Gap as a Median Percentage

### Gender Pay Gap Median %



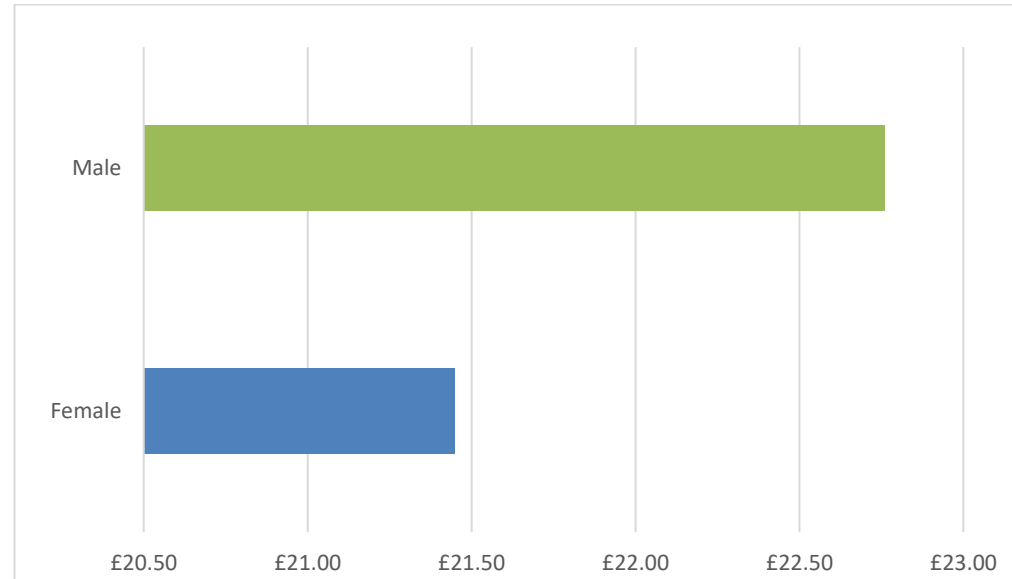
£21.45



5.75%



£22.76



The Your Healthcare ordinary average gender pay gap as a **median percentage** based on hourly pay rates is £21.45 for female relevant employees and £22.76 for male relevant employees for the pay period as at **31 March 2024**.

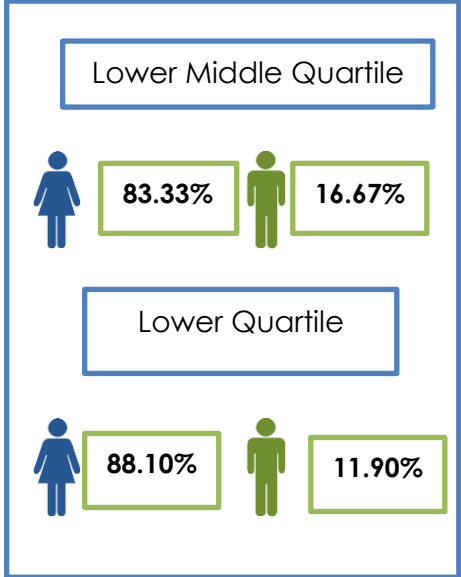
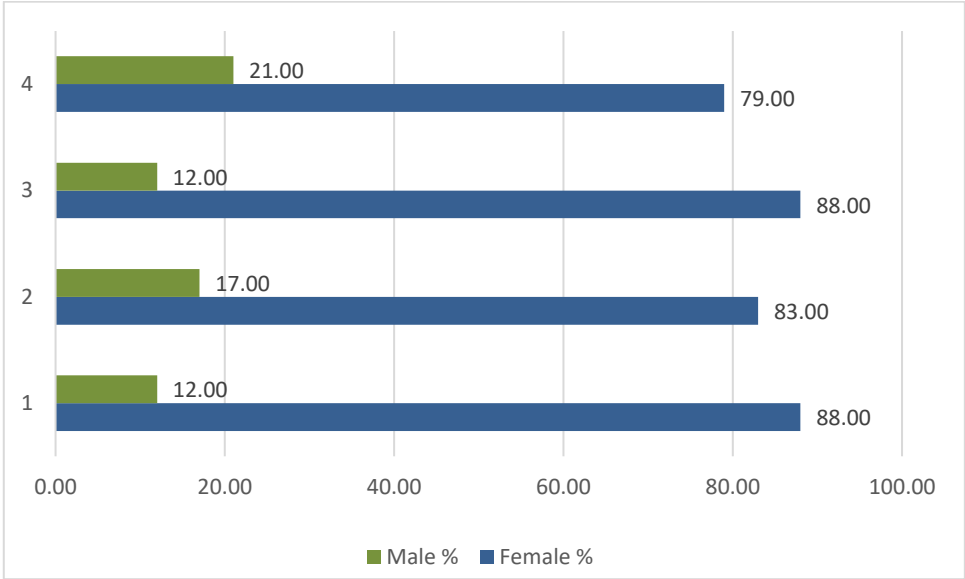
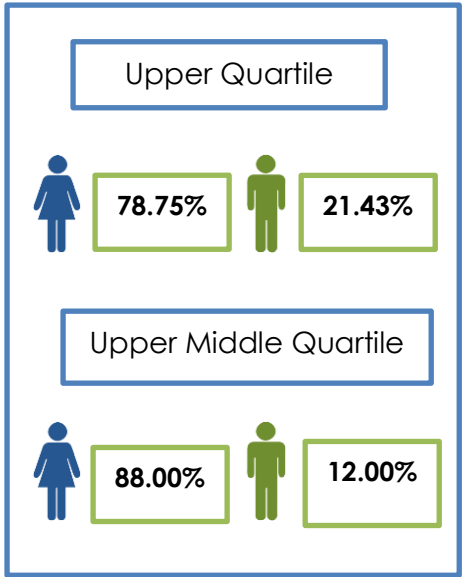
With a difference of £1.31 this indicates that typically male employees have a higher rate of pay than female employees which equates to a 5.75% median percentage difference.

Compared to the 2023 Gender Pay Gap report the median gender pay gap has reduced from 14.32% in March 2023 to 5.75%.

Calculation for Median % Pay Gap: (Male Median Hourly Pay -Female Median Hourly Pay) x 100 divided by Male Median Hourly Pay

This median average can be useful to indicate what the typical situation is in the middle of an organisation and is not distorted by very large or small rates of pay.

## Proportion of males and females in the lower, lower middle, upper middle and upper quartile pay bands



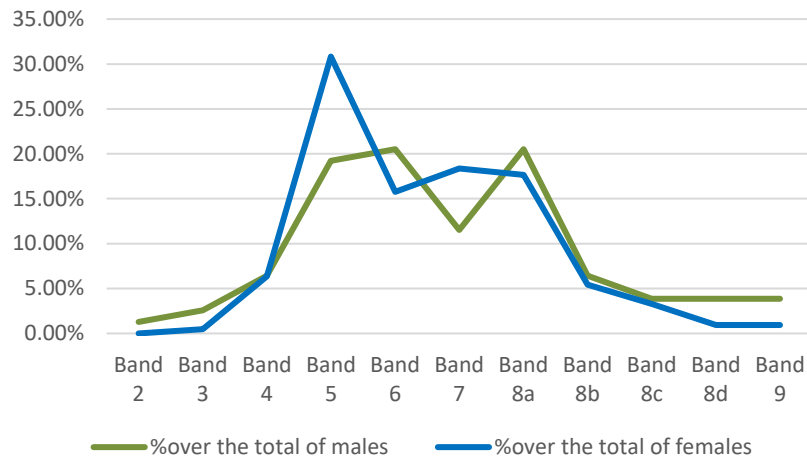
Proportion of relevant males and females in each quartile pay band shows the proportions of male and female full-pay relevant employees in 4 quartile pay bands. This is calculated by dividing the workforce into 4 equal parts and comparing the results between the quartiles and indicates the distribution of full-pay relevant male and female employees in quartiles and across the organisation.

Male and female relevant employees are ranked from lowest to highest hourly rate of pay and then divided into 4 equal quartiles. If employees on the same exact hourly rate of pay cross between two quartiles males and females are split as evenly as possible across the quartiles. Finally, the proportion of male and females in each quartile band is expressed as a percentage.

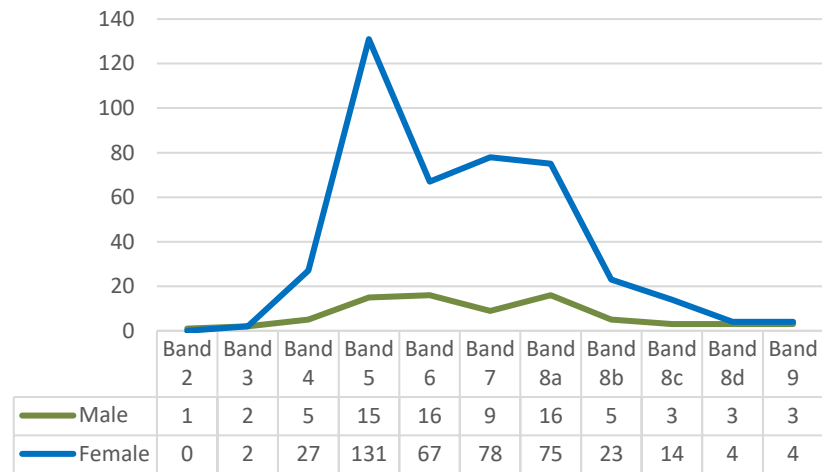
The percentage of males in the Lower and Middle Quarter Pay groups are comparatively lower but this reflects the service provided to our local community. The results for Your Healthcare are representative of the high number of females working in the organisation.

## Workforce - 2024 banding comparisons

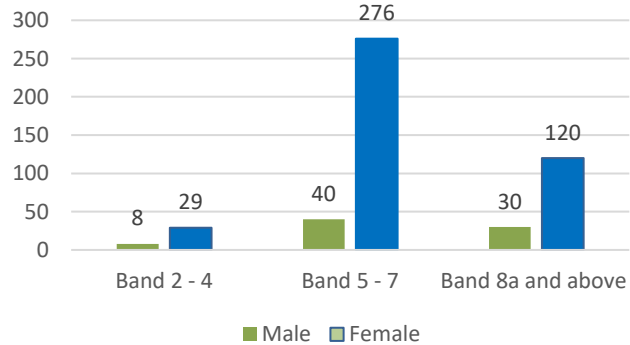
% of staff per band related to their sex



Total number of staff per band



Cluster banding split



The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs. Your Healthcare follows the Agenda for Change (AfC) terms and conditions which means men and woman are paid the same for each role.

The banding comparison data shows the difference between males and females between each banding. What this data demonstrates is that, proportionately, there are more males in higher pay grades than females, particularly when clusters are compared, or when males and females are compared as a percentage related to the same sex.