

# Gender Pay Gap



5th April 2022

# Gender Pay Gap Statement at 5th April 2022

Organisations that employ 250 people or more are required to report on their gender pay gap.

## What is the gender pay gap?

The gender pay gap is the difference in the average salaries earned by men and women in an organisation. **It does not compare salaries earned by men and women in similar roles.**

## Who makes up Solutions 4 Health's workforce?

A snapshot of employees who were actively at work on 5th April 2022:

- The vast majority (73%) of our employees are women.
- We have six women on the senior leadership team.
- 87% of employees in the upper pay quartile are women, due to niche female driven professions such as specialist doctors, consultants and health visiting.

## Hourly pay

## What is Solutions 4 Health's gender pay gap?

- Our mean gender pay gap is **-4.8%**. We are closing the gap compared to -15.6% at 5th April 2021.
- Our median gender pay gap is **-15.1%**. The gap has widened compared to -8.7% at 5th April 2021, due to more women undertaking niche clinical roles which are typically higher paid.

A negative percentage figure reveals that typically, or overall, employees who are men receive lower pay than employees who are women.

**However, this does not mean that men are paid less than women doing similar roles.**

## Why does Solutions 4 Health have a gender pay gap?

Although we have relatively few male employees at any level of the organisation, more of those men are in lower-paid roles than higher-paid roles.

For example, we have particular challenges around recruiting more men into health visiting, sexual health and nursing roles where they are under-represented in the healthcare sector as a whole.

You can see this in the table below, which shows the breakdown of male and female employees from the highest-paid quarter of staff to the lowest-paid quarter.

	Women	Men	Total
Upper quartile	87 (87%)	13 (13%)	100
Upper middle quartile	86 (86%)	14 (14%)	100
Lower middle quartile	72 (72%)	28 (28%)	100
Lower quartile	71 (70.3%)	30 (29.7%)	101
			401

# Bonus pay

Who received a bonus?	Quantity	%
Male	15	17.6%
Female	30	9.5%

## What is Solutions 4 Health's gender bonus pay gap?

Our median gender bonus pay gap is **-437.1%** compared to 13.8% at 5th April 2021. **The median gender pay gap has increased due to the middle (median) bonus payment for women being significantly higher compared to men.**

A negative percentage figure reveals that typically, or overall, employees who are men receive lower median bonuses than employees who are women.

Our mean gender bonus pay gap is **41.6%** compared to 6.5% at 5th April 2021. **The mean gender pay gap has increased due to men receiving higher bonus payments on average, compared to women, relating to performance-related commission. This relates to individuals where their overall remuneration is a combination of a lower basic and a bonus element.**

A positive figure reveals that typically, or overall, employees who are women receive lower mean bonuses than employees who are men.

# What will Solutions 4 Health be doing to address the gap?

We are committed to addressing the gender pay gap in our organisation as far as possible, and addressing causes that might contribute to it.

Lower representation of men in professions such as specialist doctors, consultants health visiting and leadership roles, where remuneration is higher, contributes to our gender pay and bonus pay gaps. In addition, we have a higher proportion of women in senior positions working part-time, thus increasing female to male workforce ratio.

We continue to make improvements to our recruitment systems, which will enhance data gathering and monitoring, and keep our job adverts and recruitment processes gender neutral. We are also considering what steps we can take to increase recruitment of men into front-line clinical roles where they are currently under-represented, and women into roles such as IT where they are currently under-represented.

Despite making progress on our gender pay gap, we have seen increases in both the mean and median gender bonus pay gaps compared to last year due to several one-off flat rates 'thank you' bonuses for staff to acknowledge their extraordinary efforts during the height of the pandemic.