



# Gender Pay Gap Statement

April 2023

At Health Partners Group Ltd we want all our colleagues to receive a fair and competitive earnings package. We believe in equality; salary and earnings are based on qualifications and experience for different types of job roles.

Our mean gender pay gap is 26% and our median gender pay gap is 3%. We appreciate that there is more to do in this area, and we will continue to improve and monitor our progress to reduce this figure.

We are pleased to be well below the national average for the median range at 3% (UK average is 7.9%). Women in the business earn 97p for every £1 that men earn when comparing median hourly pay. So, their median hourly pay is 3% lower than men's.

The company ratio of women to men is 73.4%; women are represented across our business at all levels with representation in our senior leadership team and on our Company Board.

Our gender pay gap arises from three key factors:

1. There are fewer men working in the lower to upper middle quartiles as the industry is a female led sector;
2. We have more men than women working in certain specialist clinician roles which attract higher rates of pay. For example, 60% of our Occupational Health Physicians are men, with a large number of these at consultant level. This contributes significantly to our mean gender pay gap of 26%. Occupational Health is historically an area of medicine dominated by men which has led to a significant pay gap across our industry, however we continue to see positive change in the demographic of newly qualified doctors choosing OH as a career;
3. A significant number of the female workforce work part-time in comparison to males that work full-time, which is further evidenced by our median range.

We are taking steps to improve our gender pay gap, with a focus around recruitment, including:

1. We are continuing to attract more females into specialist and technical roles, whether this by entry level recruitment or promoting from within the business;
2. Reviewing our recruitment practices ensuring that we are committed to inclusive recruitment across all roles and functions;
3. Monitoring and using gender data to support our diversity and inclusion agenda and improve our gender pay gap;
4. Offer more apprenticeships, to include existing and new employees;
5. Committed to the Armed Forces Covenant.

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