



Pinewood Healthcare Gender Pay Gap Report 2023



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Introduction

At Pinewood Healthcare, we are committed to being an organisation that recognises the value of diversity among its staff and creates an inclusive workplace culture where everyone can reach their full potential. An inclusive workplace enables us to embrace the diverse backgrounds and perspectives of all of our employees.

Pinewood Healthcare has clear, externally benchmarked salary ranges in place for all job roles. This ensures that everyone is paid fairly for undertaking the same or a similar role. The gender pay gap looks at the distribution of men and women across all job levels of the organisation and identifies how this translates into the average salary and bonus payments made as a result.

The gender pay gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern.

Employers are required to report on the following based on a snapshot of pay data on a date chosen by the Company;

- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
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- bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lowermiddle, upper-middle and upper quartile pay bands.



Our Company at a glance

Pinewood healthcare's gender pay gap data was collected on the snapshot date of 24 June 2023. At this time, there were 327 employees: 170 Males and 157 females.

Breakdown of Pinewood Healthcare Employees

Table 1

| | Female | Male |
|--------------------------|--------|------|
| Production | 70 | 92 |
| Office | 75 | 54 |
| Middle Management | 10 | 19 |
| Senior Management | 2 | 5 |

Our Pay Quartiles

Table 2

| | NUMBERS | | PERCENTAGES | |
|------------------------------|---------|--------|-------------|--------|
| | Males | Female | Male | Female |
| Upper quartile | 49 | 32 | 60.49% | 39.51% |
| Upper-middle quartile | 51 | 31 | 62.20% | 37.8% |
| Lower-middle quartile | 40 | 42 | 48.78% | 51.22% |
| Lower quartile | 30 | 52 | 36.79% | 63.41% |

Pay quartiles are calculated by splitting all employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.



Median Gender Pay Gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap.

Our Median Gender Pay Gap is **28.75%**

Mean Gender Pay Gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

Our mean gender pay gap is **29.35%**

Bonus Pay Gender Pay Gap

The bonus gap is the difference between the bonus pay or one-off lump-sum payments (such as recognition awards) paid to male employees and that paid to female employees. Only relevant employees who received a bonus are included in the calculation.

Unionised employees receive a summer and Christmas bonus and a productivity bonus. For non-unionised employees, bonuses are on an individual basis as per set out in their individual Contract of Employment.

The percentage of female and male employees who receive a bonus;

Table 3

| | NUMBERS | | PERCENTAGES | |
|---------------------------|---------|--------|-------------|--------|
| | Male | Female | Male | Female |
| Bonus Remuneration | 111 | 110 | 65.29% | 70.06% |



The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees is **34.60%**

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees is **29.69%**

Our Action Plan



Talent Acquisition: We continually review our recruitment processes and language for universal design, ensuring that from graduates to experienced hires, we are open and attractive to all. Pinewood Healthcare pride themselves in being an equal opportunities employer



Pay Transparency: We ensure to benchmark our salaries to ensure that employees are paid fair and equal salaries for working similar or like jobs. We continue to review and manage the span of our pay grades to provide greater equality for people undertaking the same or similar roles at the same



Flexibility: We will ensure to improve our everyday flexibility to create an inclusive working environment for people of all genders.



Learning & Development: We will continue to develop our talent and ensure we have a gender balanced and inclusive mix of talent attending development programmes.



Inclusive Policies: We will continue to develop inclusion policies and supports that enable an inclusive culture and support gender equality.