

## Nurseplus Gender Pay Gap 2019

The UK Government introduced new reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to disclose their gender pay gap annually from April 2017.

Although due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) have announced on 24th March 2020 that there is no expectation on employers to report their data, we wish to remain transparent in our gender pay gap.

This report sets out our results in the year to April 2019 and have been calculated in line with the regulations.

I confirm that these figures have been verified and are accurate.

**Gareth Stewart, Finance Director**

## Gender Pay Gap Explained

The gender pay gap is the difference in the average hourly wage of all males and females across a workforce. If females do more of the less well-paid jobs within an organisation than males, the gender pay gap is usually bigger.

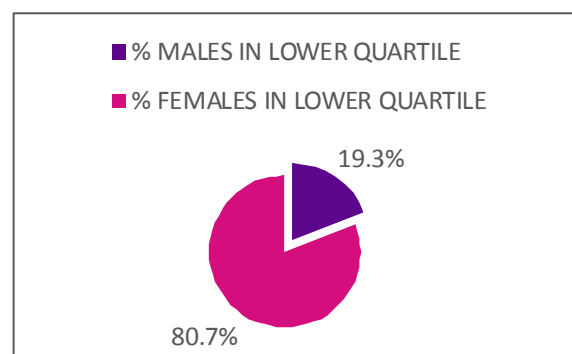
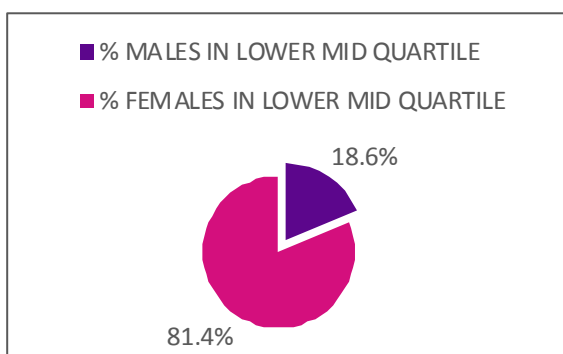
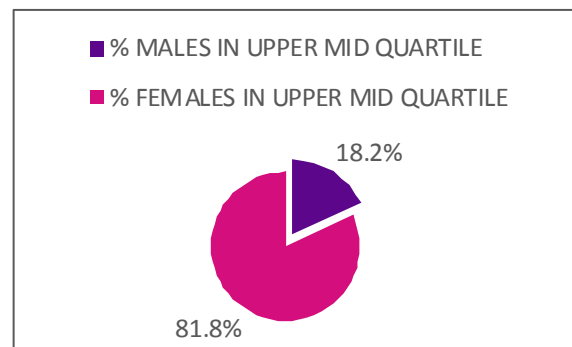
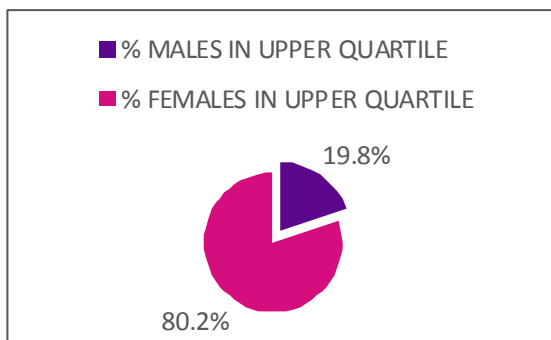
The gender pay gap is not the same as unequal pay which is paying males and females differently for performing the same (or similar) work. Unequal pay has been unlawful since 1970.

## Our Gender Pay Gap

There is no difference between males and females when comparing median hourly pay, and a small difference in mean hourly pay of 3.2% between male and female workers. These results compare very favourably with the national average of 17.3% in 2019 (source: Office for National Statistics).

## Our Pay Quartiles

Details of each proportion of males and females in each pay quartile are below and each quartile contains 1407 workers:



The pay quartiles show that we have a significant majority of females in our business.

We have a fair and consistent approach to recruiting that is based on the ability of the individual to carry out the work.

### Our Bonus Pay

- The biggest division of our permanent workforce is Operations in which workers are generally eligible to receive a bonus or incentive based on sales performance. However, there are many other opportunities for workers to receive a bonus or incentive.
- The mean bonus pay difference is 18.7% and the median bonus pay difference is 20.0%, both in favour of males, although these variances are fairly small.
- The proportion of males receiving any bonus was 9.4% compared to females at 9.1%, demonstrating a minimal variance between genders.

### Findings

The gap in both our mean and median pay and bonuses for males and females is fairly equal, as the result of a fair and consistent approach to recruitment and reward. These findings are similar to last year.

### Tackling the gender pay gap

- The gap in both our analysis of pay levels for comparable roles continues to show that males and females are paid fairly and appropriately for work of equal value.
- Our business model continues to allow massive flexibility on the hours that our temporary workforce choose to work, allowing huge opportunities for flexible and part-time working.
- Our business continues has a significant number of females working in senior management roles.
- The results from this year's analysis suggest that the business should continue with its effective model for recruitment and reward, and continue to ensure that the pay gap continues to be marginal. There is no cause for immediate corrective action based on these results.