

# Gender Pay Gap Report.

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2022-2023



**Northern  
Healthcare**  
Putting people first, changing lives.



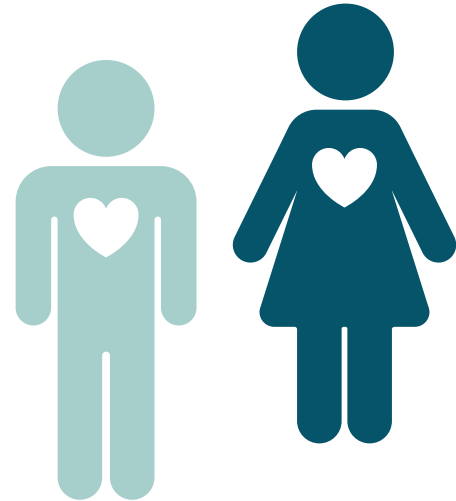
# What is the Gender Pay Gap?

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In April 2017 the government introduced annual gender pay gap reporting by law for all companies with more than 250 employees in the UK.

The gender pay gap is calculated by taking all employees across the organisation and comparing the average hourly earnings between men and women. The report does not take account of skills, experience, differing roles, location or seniority.

2022/2023 is the second year Northern Healthcare have qualified to report on the Gender Pay Gap.

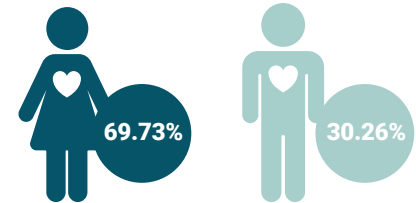


# Our 2022-2023 Results Show

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The median and mean pay gap and pay quartile figures are a snapshot in time from 5th April 2023.

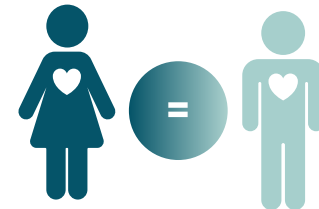
Our workforce is made up of 69.73% female and 30.26% male.



## Median pay gap

To calculate the median pay gap, you list all the hourly pay rates from lowest to highest and use the middle figure.

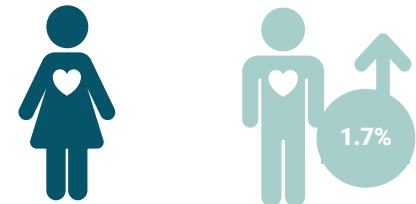
We are PROUD to have achieved, in our first posting of results, no difference in the median pay across all staff.



## Mean pay gap

Is the average of all the hourly pay rates men and women are paid.

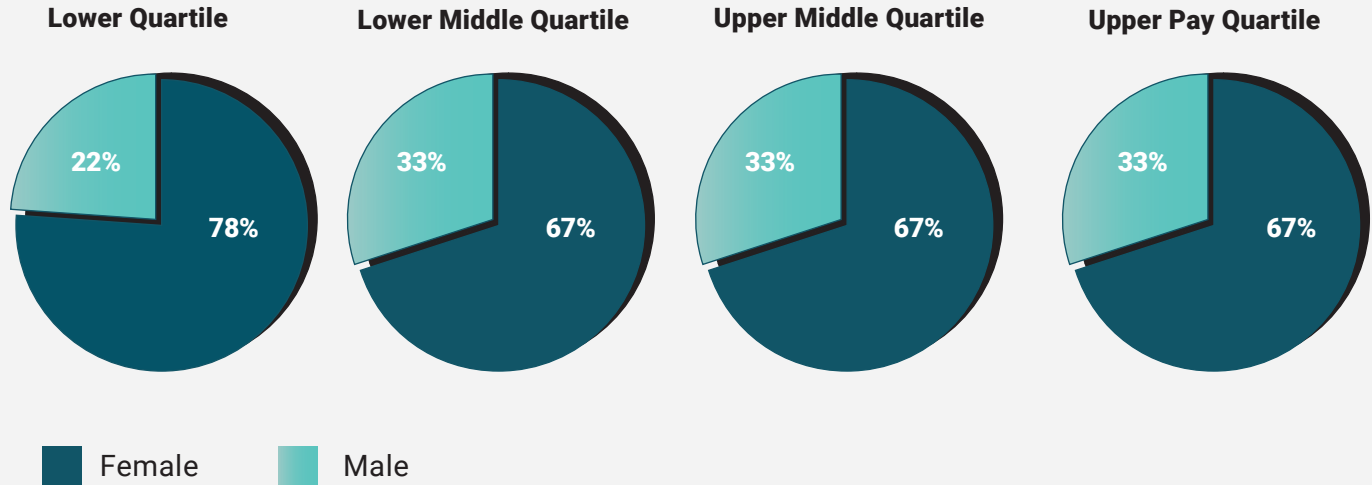
With the Industry average being 7.7% we are very PROUD to share that the mean pay gap for men is 1.7% higher than for women.



# Northern Healthcare Pay Quartiles

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Pay quartiles are based upon dividing the total number of full-pay equivalent employees from lowest to highest hourly rates into four equal parts. These are: Lower, Lower Middle, Upper middle and Upper. Our charts below show our split of male and female across all four quartiles.

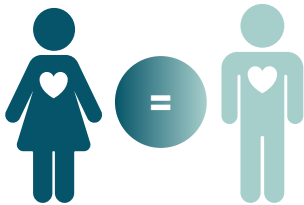


# Employee Bonuses

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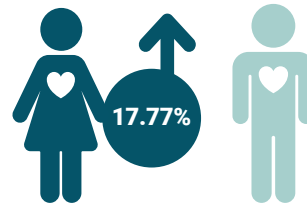
## Median gender bonus gap

Is the difference between the median bonus pay of relevant females and males, expressed as a %. We are PROUD to have achieved no difference in the median gender bonus pay across all staff.



## Mean gender bonus gap

Is the difference between the average bonus pay of qualifying females and males, expressed as a %. Our reports show a result of -17.77% which shows that our female employees have received 17.77% higher bonus than the male employees. This was expected as most of our Business Development Team are female



# Ongoing Gender Pay Gap Action

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## ***Our statement***

I confirm that the information contained within this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Nicola Forshaw

Chief Executive Officer.

## **Action we will continue to take**

We are PROUD with our results, we will continue to invest in all our employees through training and development, offering secondments internally to enhance skills and experience as well as supporting people to gain promotions. We have a good mix of male and female employees at all levels and will continue to recruit the best talent to join our growing team.

We are very PROUD of our values and our culture, and we will continue 'Putting People First'.

## How to contact us

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