



Gender Pay Gap Report **2022/2023**



Introduction

At Connect Health Ltd, we are improving the health and wellbeing of communities, working together to deliver the right patient care, in the right place and at the right time. We are a delivery partner you can trust. Our aim is to enable everyone to live healthy and active lives by engaging and empowering people.

The gender pay gap results for 2022/2023 show improvements, following the range of actions we have taken.

This is not a report that considers equal pay. Our colleagues are all paid inline with their role responsibilities, regardless of any protected characteristics. We have therefore calculated the gender pay gap using the hourly rates paid to men and women in comparison with each other. We have also calculated bonus payments for the split of men and women across our work force.





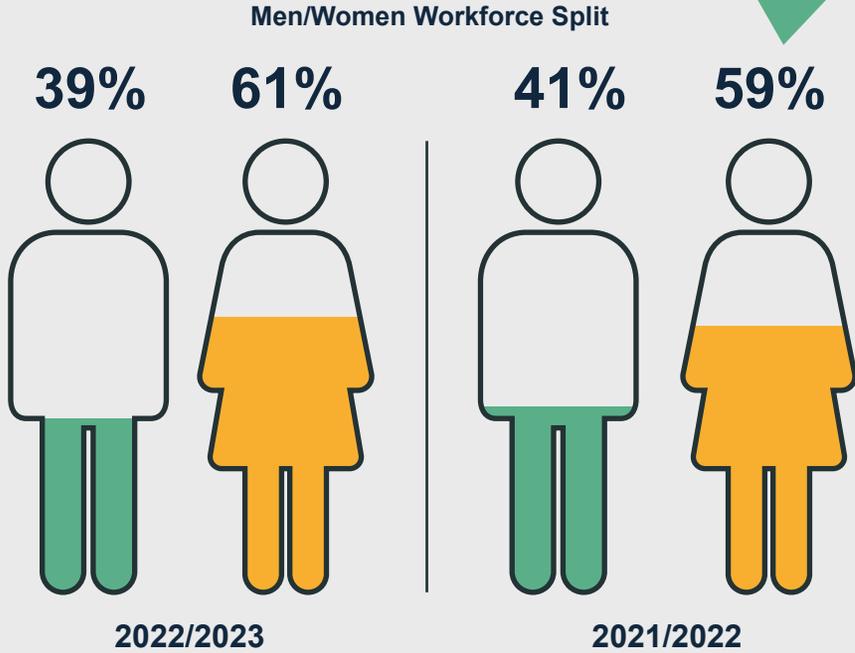
Overview of our Gender Pay Gap Results for 2022/2023

The table below shows the mean and median pay gap, for men and women, based on hourly rates of pay on 5th April 2022 and bonuses paid across the year to 5th April 2022.

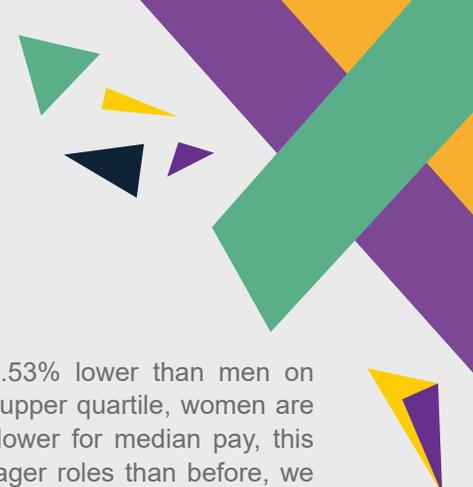
We have reduced the pay gap for women in 2022/2023, from 2021/2022. The mean pay gap reduced to 17.93% from 19.09% and median reduced to 10.98% from 18.44%, which is as a result of the job families and pay banding arrangements we have put in place.

15.63% of men and 15.83% of women received a bonus. Bonuses were mostly paid to our senior colleagues therefore the pay gap is 40.10% as we have more men than women in senior level roles.

Typical of the health sector, Connect Health employs more women than men. In 2021/2022, we employed 59% women and this has increased to 61% in 2022/2023.



Differences between Male and Female	2022/2023 Results		2021/2022 Results	
	Mean	Median	Mean	Median
Female Hourly Rate of Pay	17.93% (lower)	10.98% (lower)	19.09% (lower)	18.44% (lower)
Female Bonuses	40.10% (lower)	32.10% (lower)	19.97% (lower)	13.71% (lower)



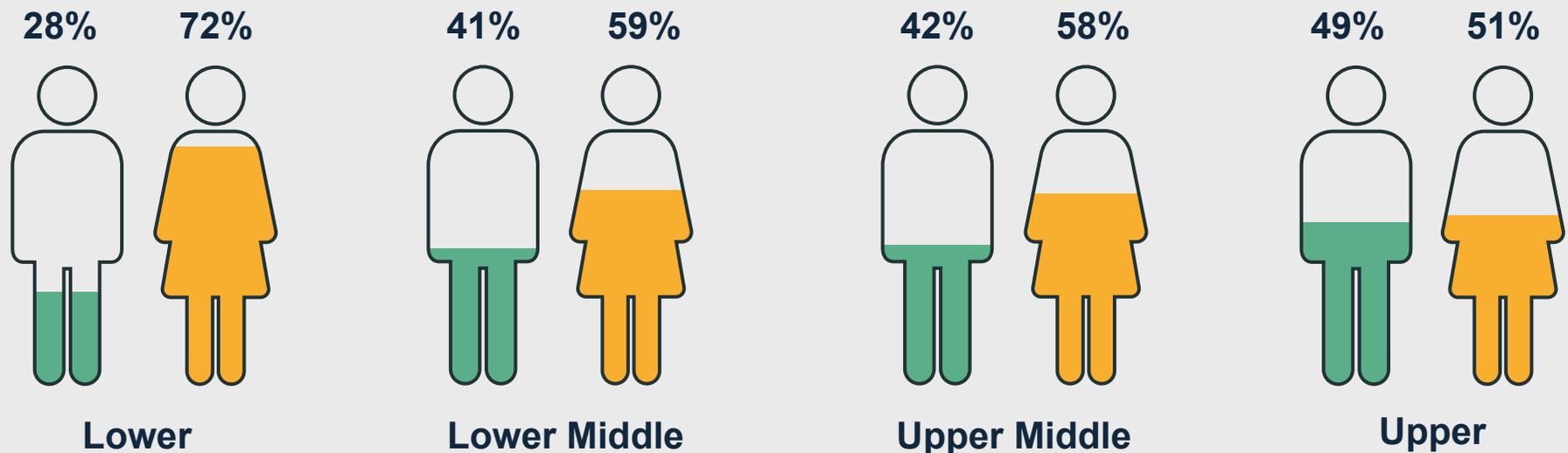
Understanding our Gender Pay Gap Results for 2022/2023

To calculate the gender pay gap we compared the hourly rates of pay for men and women, split across lower, lower middle, upper middle and upper quartiles. We calculated the average (mean) hourly rate for each pay quartile and also the middle hourly rate (median) for men and women.

In the upper middle quartile, women are paid 0.53% lower than men on average, the closest pay gap of all groups. In the upper quartile, women are paid on average 14.87% lower, however, 5.29% lower for median pay, this reflects that we have more women in senior manager roles than before, we continue to have more male colleagues in our senior leadership roles and this will improve through our recruitment plans.

Differences between Male and Female	Lower	Lower Middle	Upper Middle	Upper
Mean Gap	3.38% (lower)	1.11% (lower)	0.53% (lower)	14.87% (lower)
Median Gap	4.70% (lower)	2.13% (lower)	1.26% (lower)	5.29% (lower)

Men/Women Workforce Split by Pay Quartiles





Summary and Actions

We have reduced the mean pay gap from 19.09% to 17.93% and our approach to recruitment has increased the proportion of women into higher paid roles.

Our job families and pay bands are bridging the pay gap across lower, lower middle and upper middle quartiles. We now have a higher proportion of women in the upper quartile (72%, compared with 49% in 2021/2022). Our approach to recruitment will continue to improve the number of women in senior leadership roles which will further bridge the pay gap.

Bonuses were paid mostly to our senior role holders, whereby more men are employed, increasing the pay gap for bonuses. We are reviewing our bonus arrangements across the quartiles and will look to bring improvement to the pay gap for bonus.

Going forward our actions include:

- ③ Creating career pathways and learning options for all colleagues to enhance their skills and confidence to progress into higher paid roles.
- ③ Continuing to recruit more women into senior roles.
- ③ Promoting an inclusive and diverse workplace, where everyone can be themselves and be their best.
- ③ Continue to review our job families and pay bands to be competitive.
- ③ Improve our data reporting, including recruitment to identify where we can improve opportunities to attract new colleagues and career progression for current colleagues.
- ③ Review bonus arrangements across pay quartiles.

I confirm that the published information in relation to the gender pay gap is accurate.

Signed: 

Becky Robson, Chief People Officer