



Gender Gap Pay Report 2022

Introduction healthshare

The gender pay audit obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people and listed in Schedule 2 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 we must publish and report specific information about our gender pay gap.

The report contains these gender pay gap figures:

- Percentage of Male and Female in each hourly pay quarter
- Mean (average) gender pay gap using hourly pay expressed as a percentage of the hourly pay of male relevant employees.
- Median gender pay gap using hourly pay expressed as a percentage of the hourly pay of male relevant employees.

Healthshare do not issue bonus pay as we are not sales or commission based and therefore, we have no data to report for the following government Gender Pay Gap reporting:

- Percentage of Male and Female receiving bonus pay
- Mean (average) gender pay gap using bonus pay
- Median gender pay gap using bonus pay

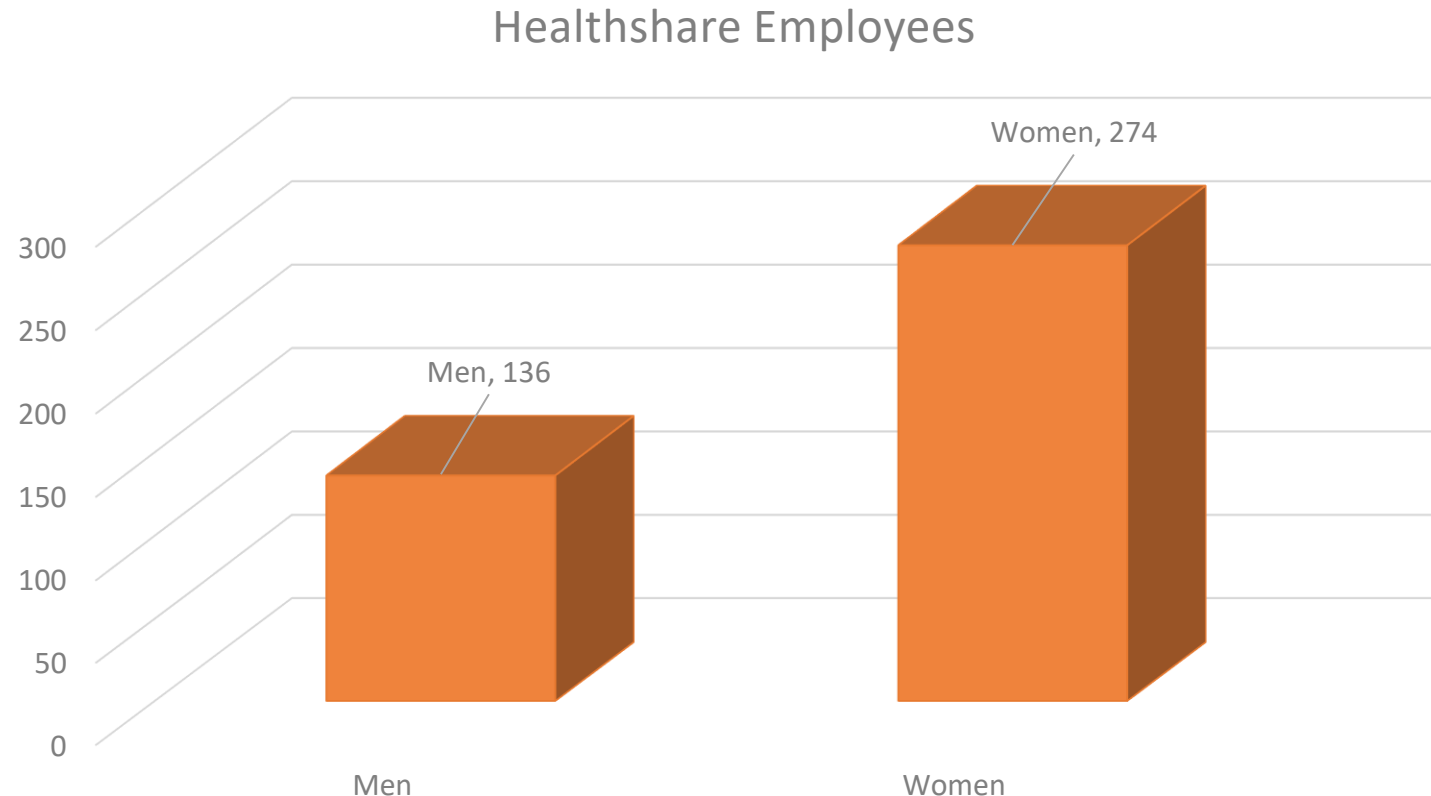
Healthshare Ltd is committed to preventing discrimination and promoting equality of opportunity where the rights and dignity of all employees are respected and where employment decisions are free from discrimination, prejudice, intimidation and all forms of harassment.

Equality of opportunity for employees and potential employees means that an individual's diversity is viewed positively and, in recognising that everyone is different, valuing equally the unique contribution that everyone is different, valuing equally the unique contribution that individual experience, knowledge and skills can make.

Specific Information

The collected data on the 'screenshot date' that fulfil the government criteria and the overall workforce consisted of 274 Female and 136 Male.

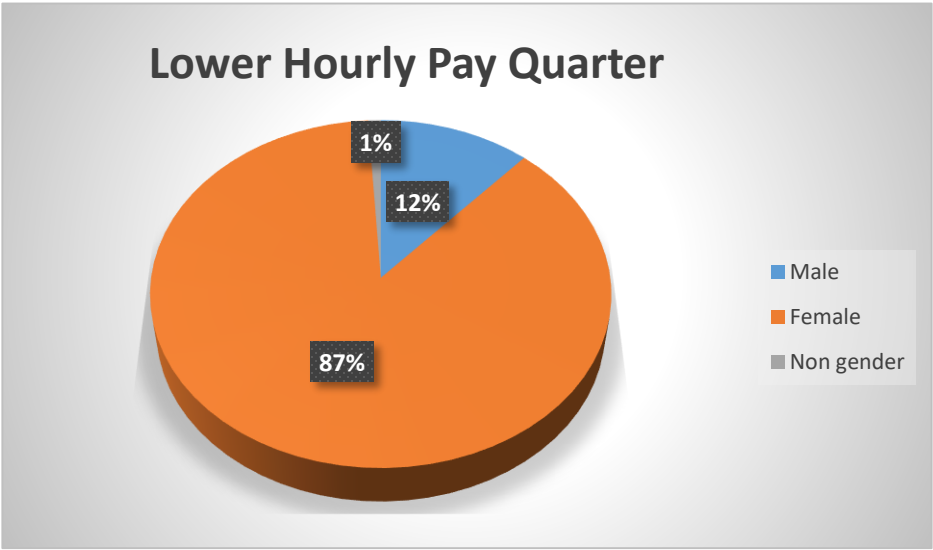
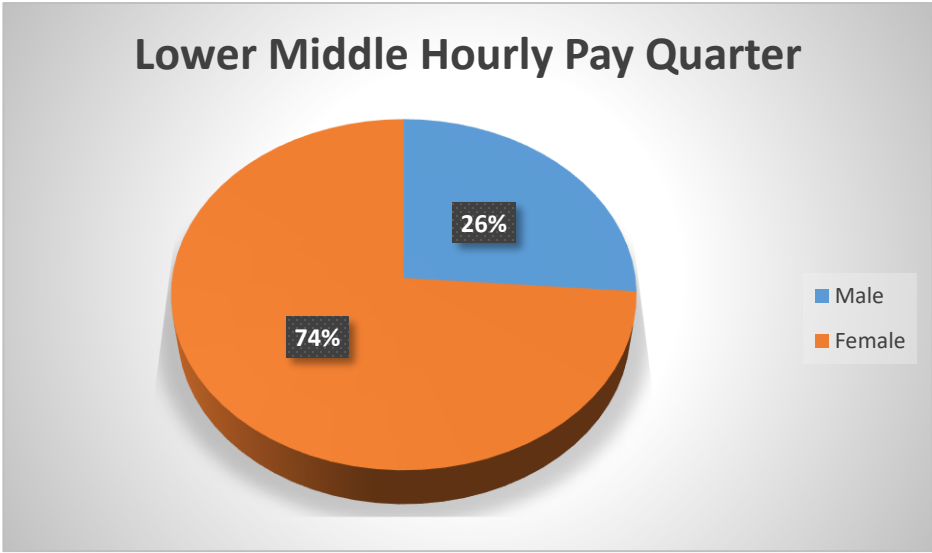
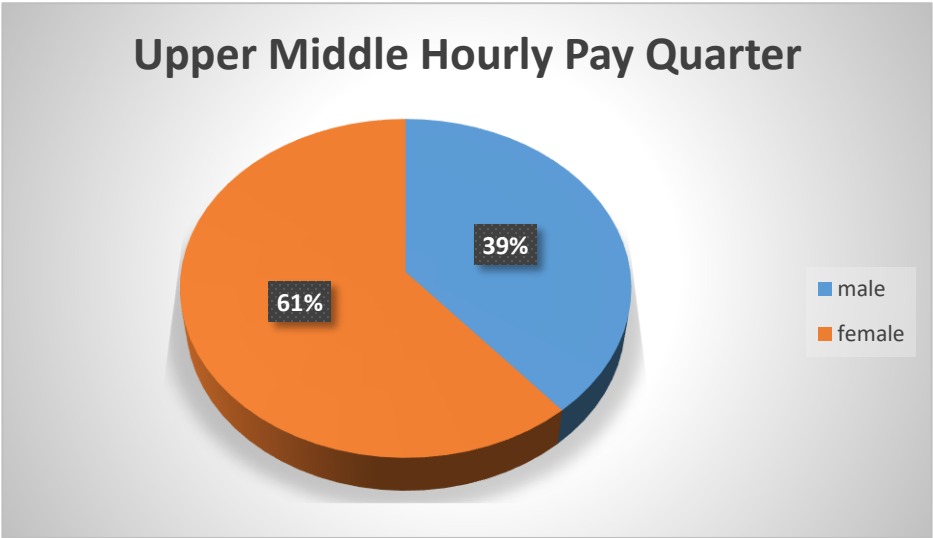
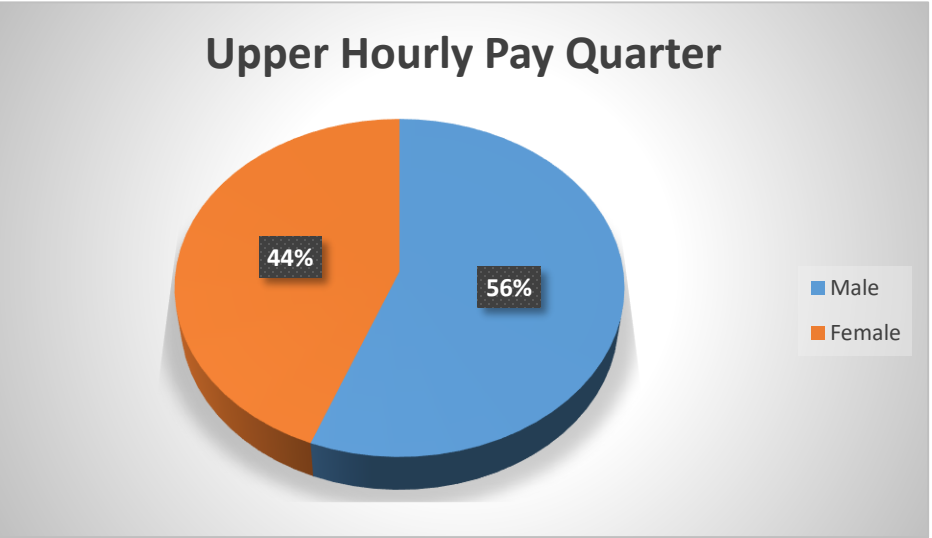
- **Healthshare Diagnostics** consisted of 131 Females and 35 Males.
- **Healthshare Clinical** consisted of 133 Females and 97 Males.
- **Healthshare Orpington** consisted of 10 Females and 4 Males.



Four Quarter Specific Information (all staff) healthshare

The collected data includes Healthshare Clinical Services, Diagnostic and Orpington.

This data represents the percentages of Male and Female in each hourly pay quarter. Upper, upper middle, lower middle and lower hourly pay quarters.

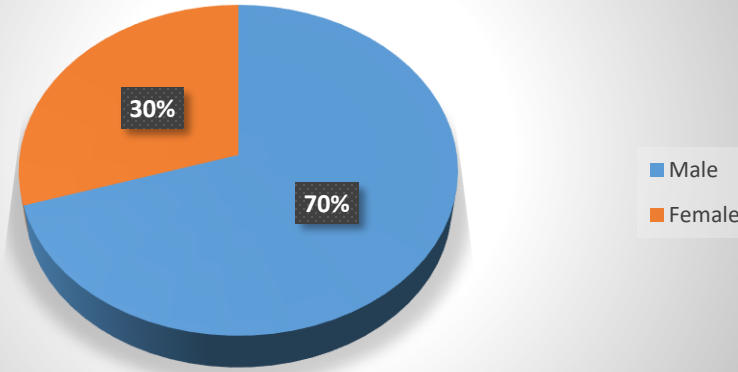


Four Quarter Specific Information (Healthshare Clinical)

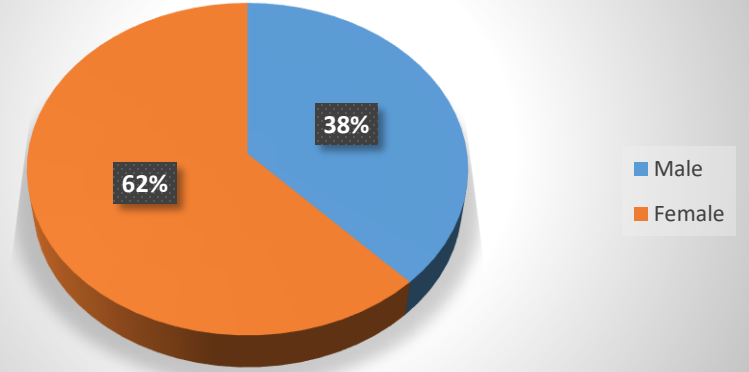
The collected data includes Healthshare Clinical Services.

This data represents the percentages of Male and Female in each hourly pay quarter. Upper, upper middle, lower middle and lower hourly pay quarters.

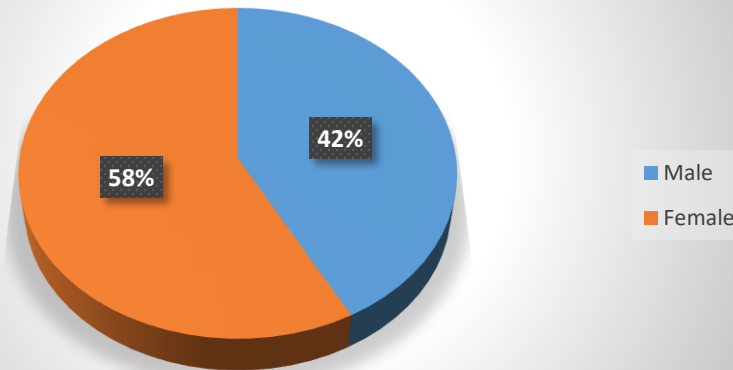
Upper Hourly Pay Quarter



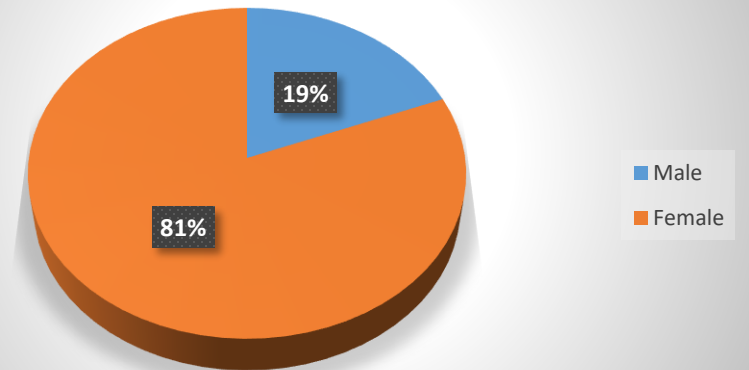
Upper Middle Hourly Pay Quarter



Lower Middle Hourly Pay Quarter



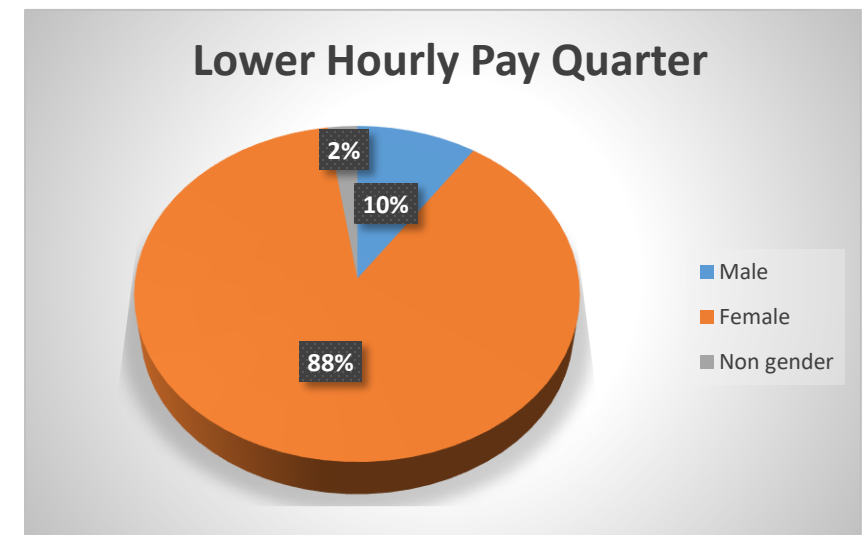
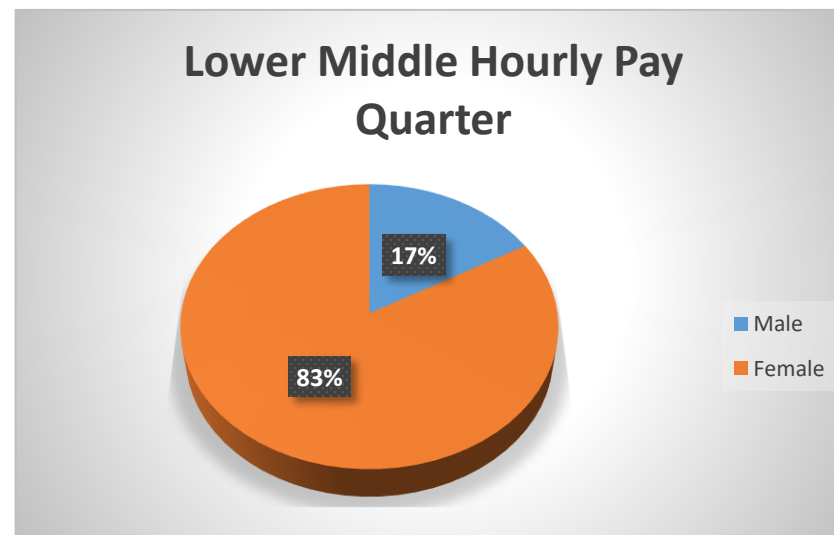
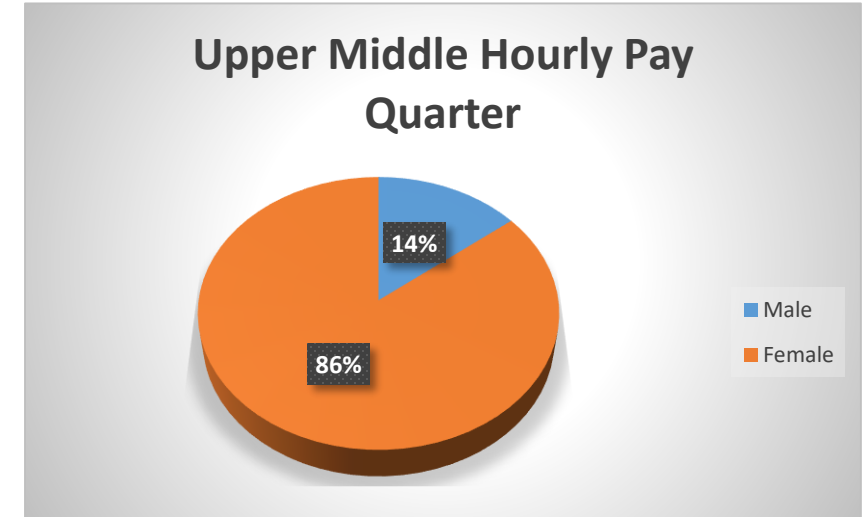
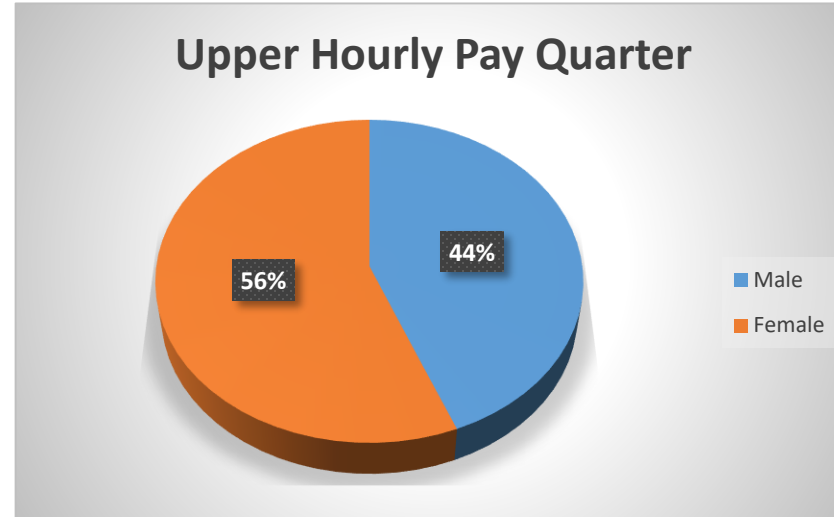
Lower Hourly Pay Quarter



Four Quarter Specific Information (Healthshare Diagnostics)

The collected data includes Healthshare Diagnostic.

This data represents the percentages of Male and Female in each hourly pay quarter. Upper, upper middle, lower middle and lower hourly pay quarters.

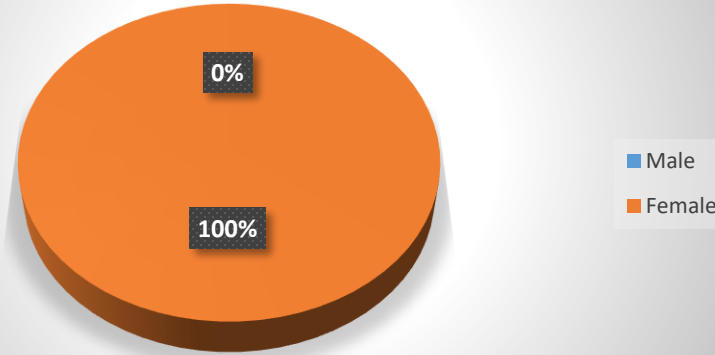


Four Quarter Specific Information (Healthshare Orpington)

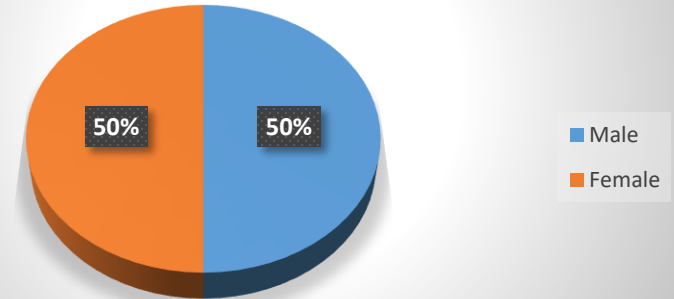
The collected data includes Healthshare Orpington.

This data represents the percentages of Male and Female in each hourly pay quarter. Upper, upper middle, lower middle and lower hourly pay quarters.

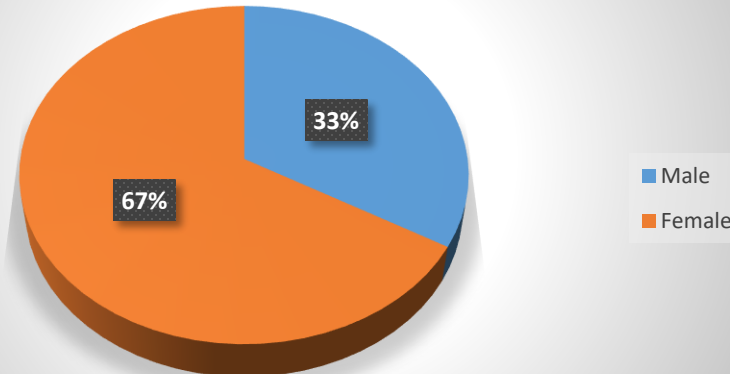
Upper Hourly Pay Quarter



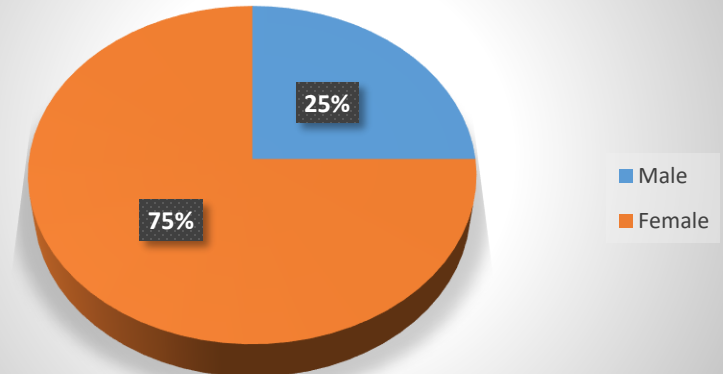
Upper Middle Hourly Pay Quarter



Lower Middle Hourly Pay Quarter



Lower Hourly Pay Quarter



All Healthshare Staff

Mean (average) and Median -Gender pay gap (using hourly pay)

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay. However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

Gender	Mean	Median
Male	£21.28	£20.39
Female	£15.69	£13.22

Mean Males at Healthshare are paid 26.27% more than Females.

Median Males at Healthshare are paid 35.16% more than Females.

Mean (average) and Median Gender pay gap (using hourly pay)



Healthshare Diagnostics

Gender	Mean	Median
Male	£19.47	£20.43
Female	£14.93	£11.54
Non-Gender	£10.10	£10.10

Mean Males are paid 23.32% more than Females.
Median Males are paid 43.51% more than Females.

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Healthshare Clinical

Gender	Mean	Median
Male	£22.17	£20.51
Female	£16.40	£14.53

Mean Males are paid 26.03% more than Females.
Median Males are paid 29.16% more than Females

Healthshare Orpington

Gender	Mean	Median
Male	£15.37	£15.50
Female	£16.23	£13.97

Mean Males are paid -5.60% less than Females.
Median Males are paid 9.87% more than Females.

Employee Survey – Pay Related



In December 2021, we completed a staff survey.

Satisfied with level of pay:

174 of our staff members
(33.3% of workforce responded)
who took part in the Staff Survey
30.72% stated that they were
satisfied with their level of pay.

