



healthshare

**Gender Gap Pay Report
2024**

Introduction

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 (Healthshare Limited and Healthshare Diagnostics Limited) 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.

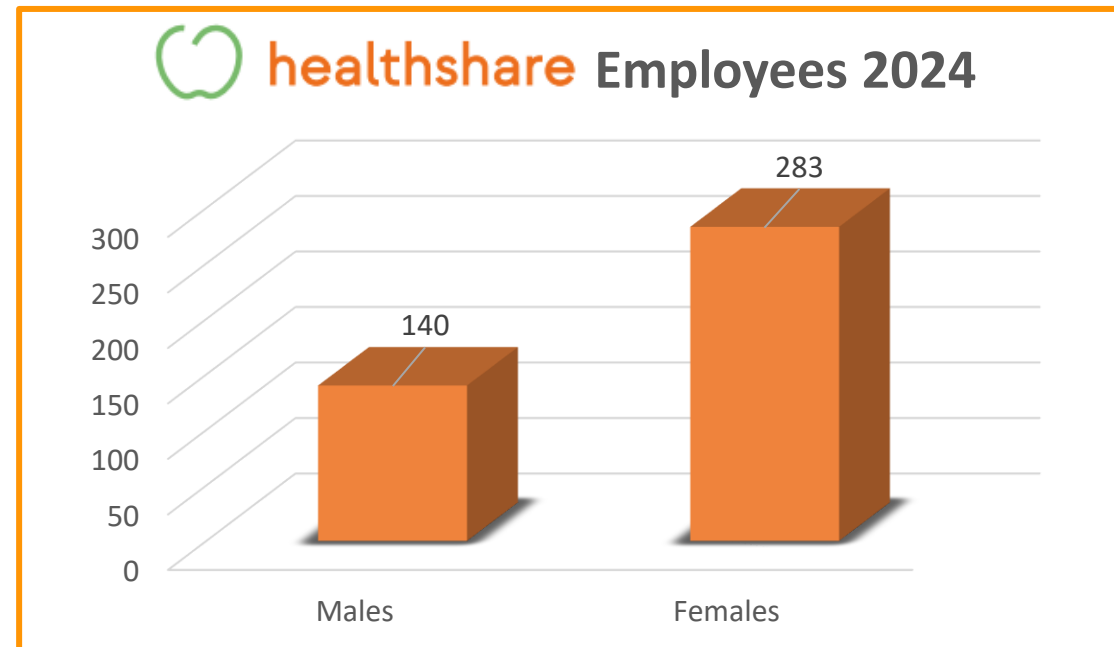
Equality of opportunity for employees and potential employees means that an individual's diversity is viewed positively and, in recognising that everyone is different, valuing equally the unique contribution that everyone is different, valuing equally the unique contribution that individual experience,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

Specific Information

The collected data on the 'screenshot date' that fulfil the government criteria and the overall workforce (Healthshare Limited and Healthshare Diagnostics Limited) consisted of **283** Female and **140** Male.

Females make up **66.9%** of the full-time workforce . Compared to 2023, where females made up 65.1% of the full-time workforce.

- **Healthshare Diagnostics** consisted of **170 Females** and **64 Males**.
- **Healthshare Clinical** consisted of **113 Females** and **76 Males**.

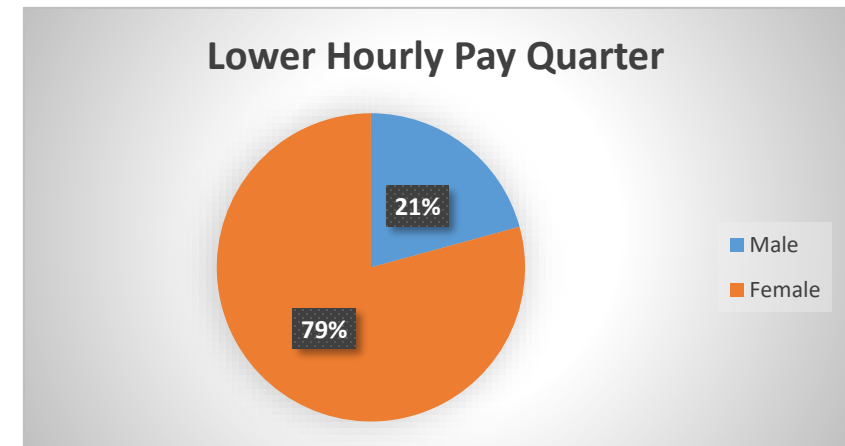
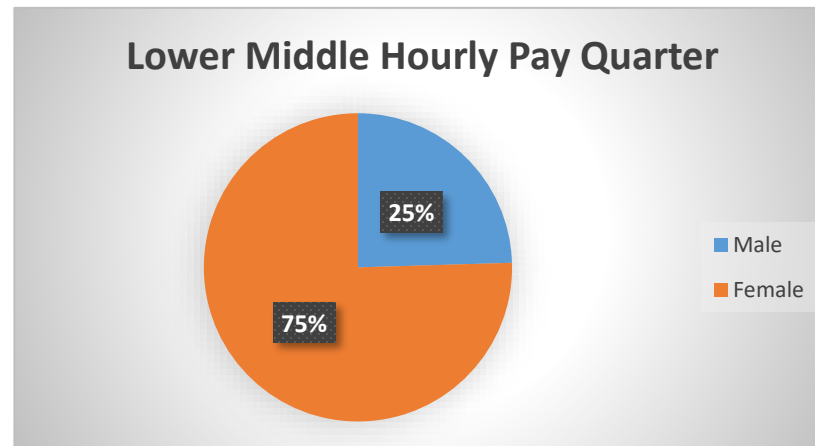
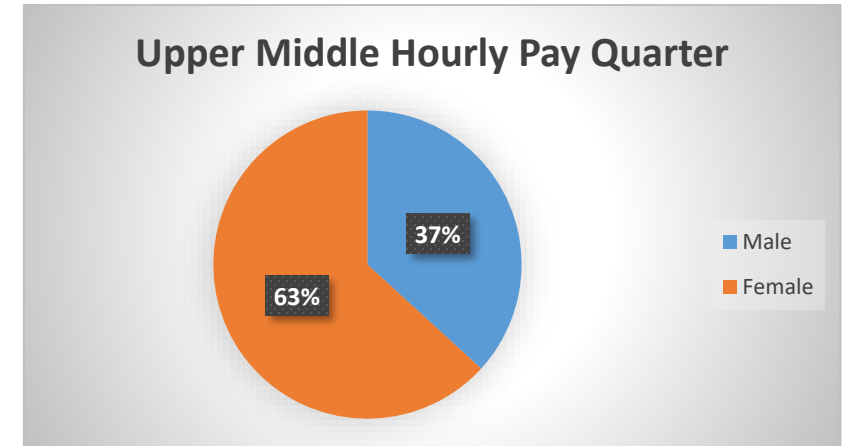
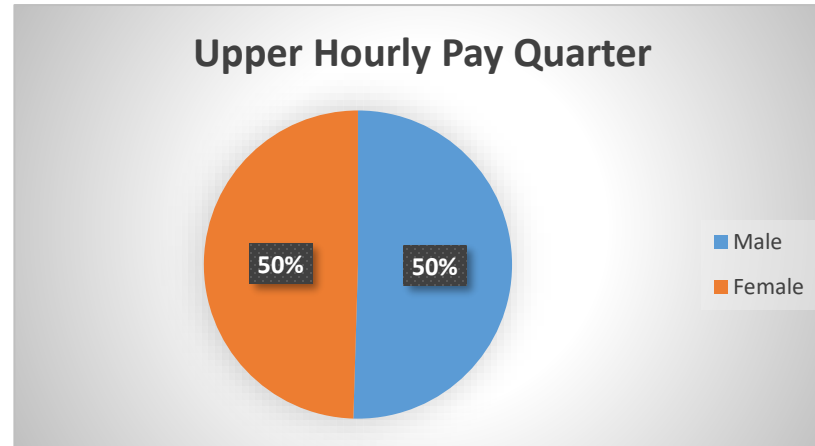


Four Quarter Specific Information (all staff)



The collected data includes Healthshare Clinical Services, Healthshare Diagnostic.

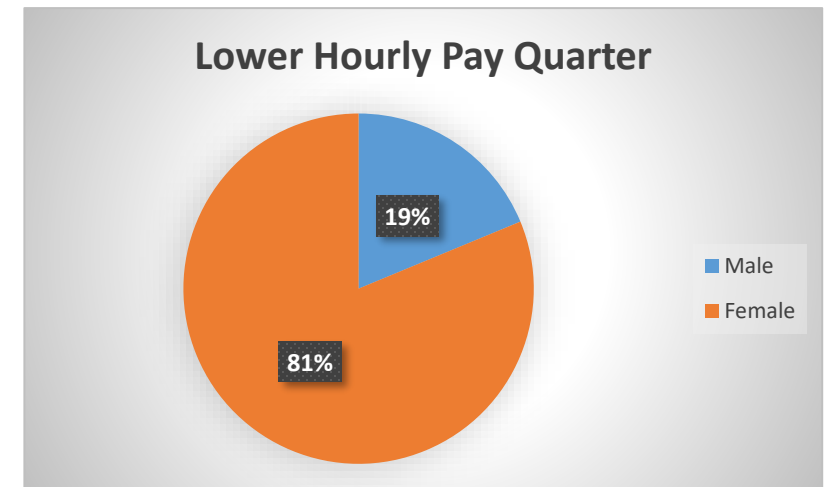
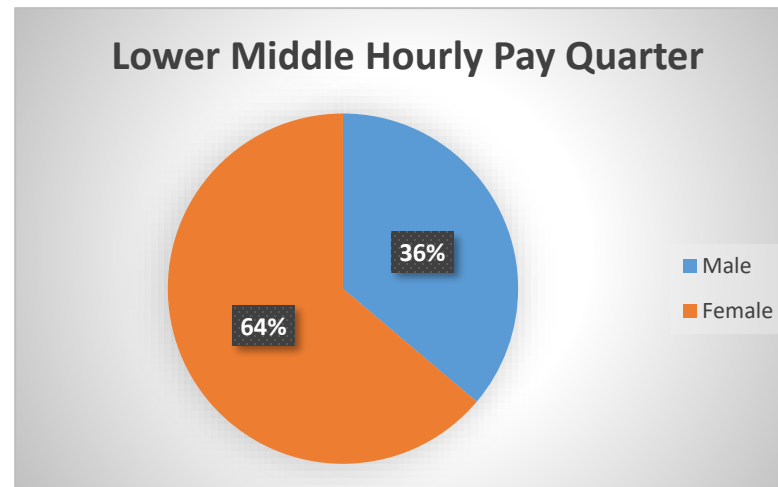
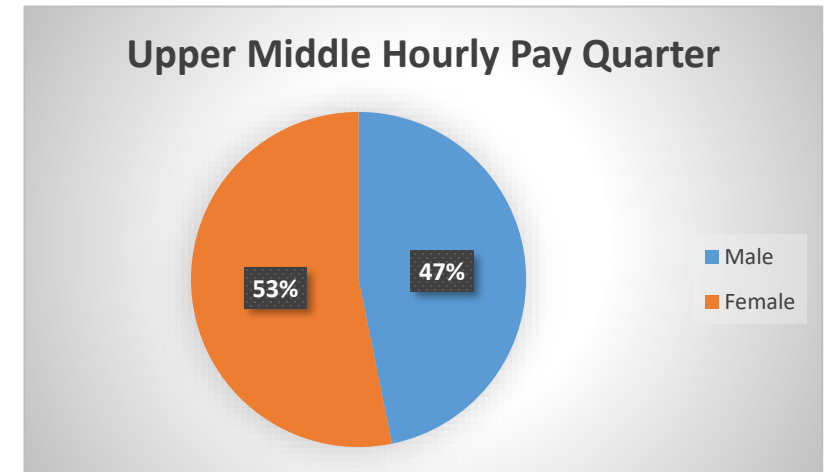
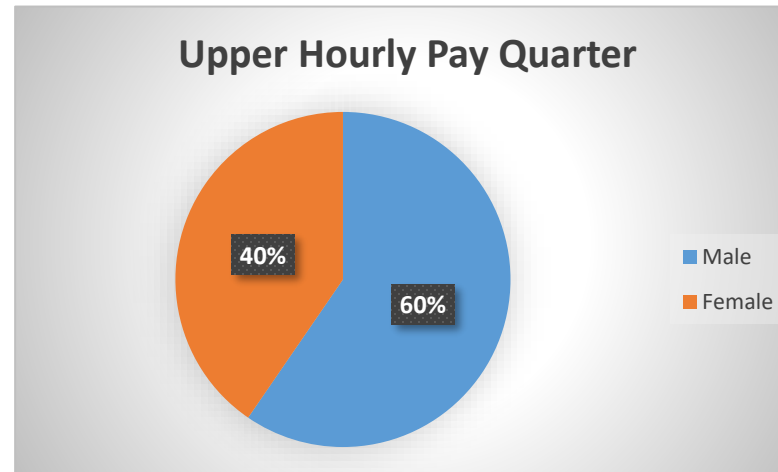
This data represents the percentages of Male and Female in each hourly pay quarter. Upper, upper middle, lower middle and lower hourly pay quarters.



Four Quarter Specific Information (Healthshare Clinical)

The collected data includes Healthshare Clinical Services.

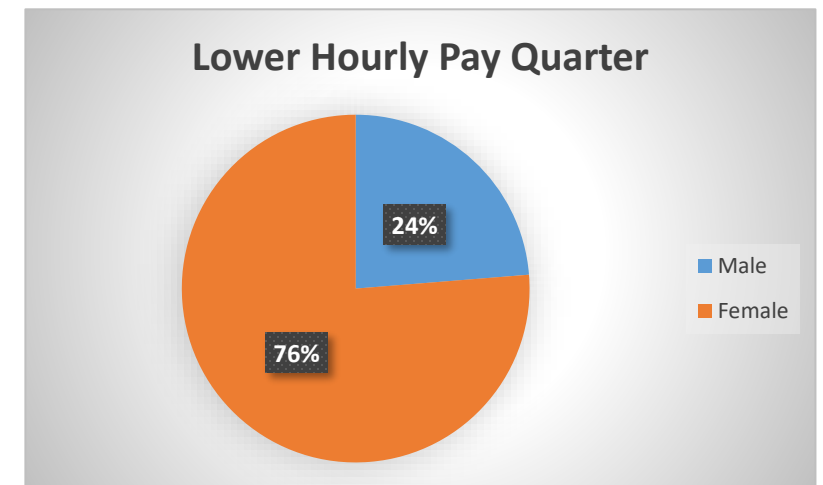
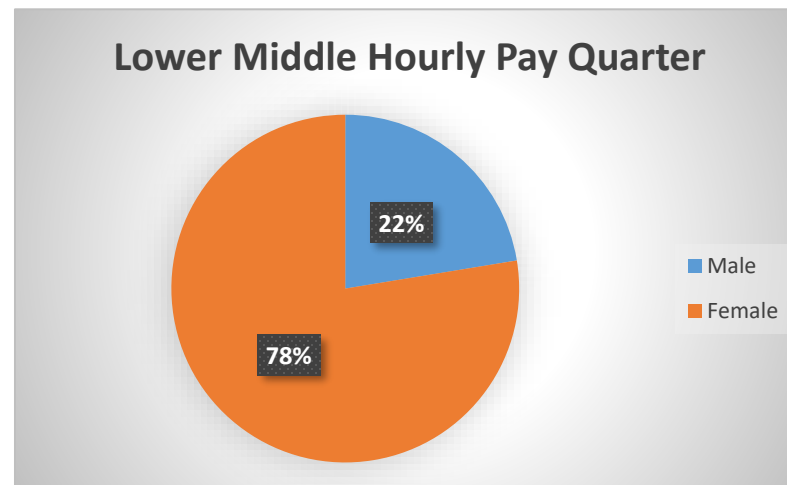
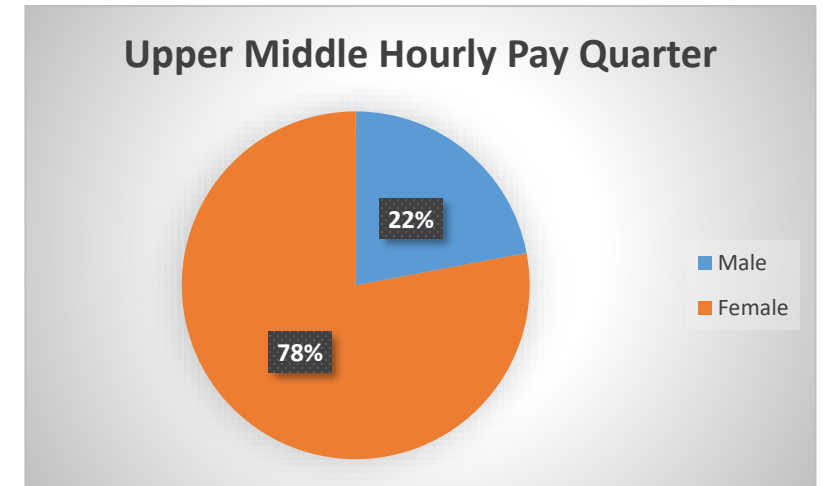
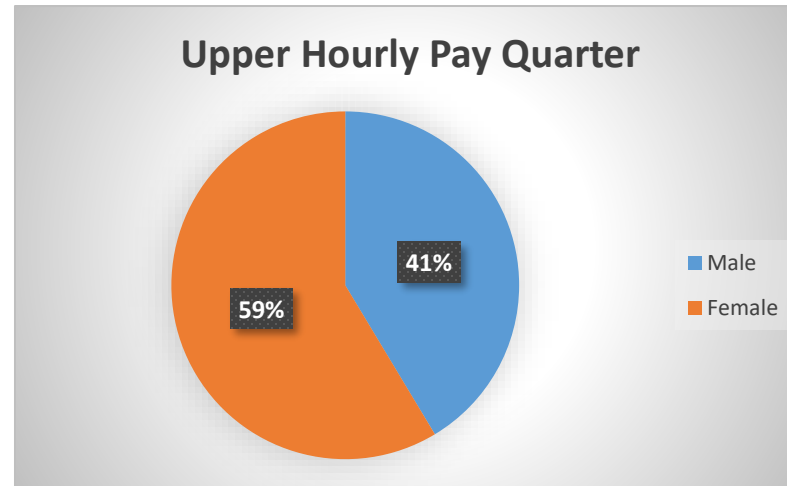
This data represents the percentages of Male and Female in each hourly pay quarter. Upper, upper middle, lower middle and lower hourly pay quarters.



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.



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.

2024		
<u>Gender</u>	<u>Mean</u>	<u>Median</u>
Male	£21.38	£21.04
Female	£16.59	£12.74

Mean Males at Healthshare are paid **22.40%** more than Females.

Median Males at Healthshare are paid **39.45%** more than Females.

Mean (average) and Median Gender pay gap (using hourly pay) 2024

Healthshare Diagnostics

Gender	Mean	Median
Male	£19.50	£16.83
Female	£15.95	£12.23

Mean Males are paid **16.33%** more than Females.

Median Males are paid **27.33%** more than Females.

Healthshare Clinical

Gender	Mean	Median
Male	£23.34	£22.56
Female	£17.58	£14.71

Mean Males are paid **24.68%** more than Females.

Median Males are paid **34.80%** more than Females

All Healthshare Staff

Mean (average) and Median 2024 vs 2023 and 2022

Comparing 2024 to 2023 and 2022 for all Healthshare staff using parameters set out in the gender pay gap audit obligations.

Using **mean**, the pay gap has decreased by **8.2%** compared to 2023.

- For 2024 Males are paid **22.40%** more than females.
- In 2023 Males were paid 30.6% more than females.
- In 2022 Males were paid 26.27% more than females.

Using **median**, the pay gap has decreased by **2.15%** compared to 2023.

- For 2024 Males were paid **39.45%** more than females
- In 2023 Males were paid 41.61% more than females.
- In 2022 Males were paid 35.16% more than females.

ALL employees	2022	2023	<u>2024</u>
Gender	Mean	Mean	Mean
Male	£21.28	£23.20	£21.38
Female	£15.69	£16.10	£16.59
% Difference	26.27%	30.60%	22.40%

ALL employees	2022	2023	<u>2024</u>
Gender	Median	Median	Median
Male	£20.39	£21.63	£21.04
Female	£13.22	£12.63	£12.74
% Difference	35.16%	41.61%	39.45%

Healthshare Diagnostics Mean (average) and Median 2024 vs 2023 and 2022

Comparing 2024 to 2023 and 2022 for Healthshare Diagnostics hourly rate staff using parameters set out in the gender pay gap audit obligations.

Using **mean**, the pay gap hourly rate has increased by 10.79% compared to 2023.

- For 2024 Males are paid **13.96%** more than females.
- In 2023 Males were paid 24.75% more than females.
- In 2022 Males were paid 23.32% more than females.

Using **median**, the pay gap hourly rate has reduced by **14.52%** compared to 2023.

- For 2024 Males are paid **27.33%** more than females
- In 2023 Males were paid 41.85% more than females.
- In 2022 Males were paid 43.51% more than females.

Healthshare Diagnostics	2022	2023	<u>2024</u>
Gender	Mean	Mean	Mean
Male	£19.47	£20.12	£19.50
Female	£14.93	£15.14	£16.83
% Difference	23.32%	24.75%	13.69%

Healthshare Diagnostics	2022	2023	<u>2024</u>
Gender	Median	Median	Median
Male	£20.43	£20.43	£16.83
Female	£11.54	£11.88	£12.23
% Difference	43.51%	41.85%	27.33%

Healthshare Clinical

Mean (average) and Median

2024 vs 2023 and 2022

Comparing 2023 vs 2022 Healthshare Clinical staff hourly rate using parameters set out in the gender pay gap audit obligations.

Using **mean**, the hourly rate pay gap has decreased by **6.88%**.

- In 2024 Males are paid 24.68% more than females.
- In 2023 Males are paid 31.56% more than females.
- In 2022 Males were paid 26.03% more than females.

Using **median**, the pay gap has increased **by 5.46%**.

- In 2024 Males are paid 34.80% more than females.
- In 2023 Males are paid 29.34% more than females.
- In 2022 Males were paid 29.16% more than females.

Healthshare Clinical	2022	2023	2024
Gender	Mean	Mean	Mean
Male	£22.17	£25.38	£23.34
Female	£16.40	£17.37	£17.58
% Difference	26.03%	31.56%	24.68%

Healthshare Clinical	2022	2023	2024
Gender	Median	Median	Median
Male	£20.51	£22.12	£22.56
Female	£14.53	£15.63	£14.71
% Difference	29.16%	29.34%	34.80%

Employees by business area 2024 compared to 2023 and 2022

This data shows the comparisons for 2024 against 2023 and 2022 for total Male and Female employees.

The number of full-time employees has gone up by 13 compared to 2023. With the percentage of female workers increasing in 2024 to 66.90%.

Healthshare Diagnostics	2022	2023	<u>2024</u>
Gender			
Male	35	49	64
Female	131	142	170
Total	166	191	234
% of Females	78.92%	74.35%	72.65%

All Employees	2022	2023	<u>2024</u>
Gender			
Male	136	139	140
Female	274	259	283
Total	410	398	423
% of Females	66.83%	65.08%	66.90%

Healthshare Clinical	2022	2023	<u>2024</u>
Gender			
Male	97	77	76
Female	133	183	113
Total	230	260	189
% of Females	57.83%	70.38%	59.79%