

Gender Pay Gap Report 2022

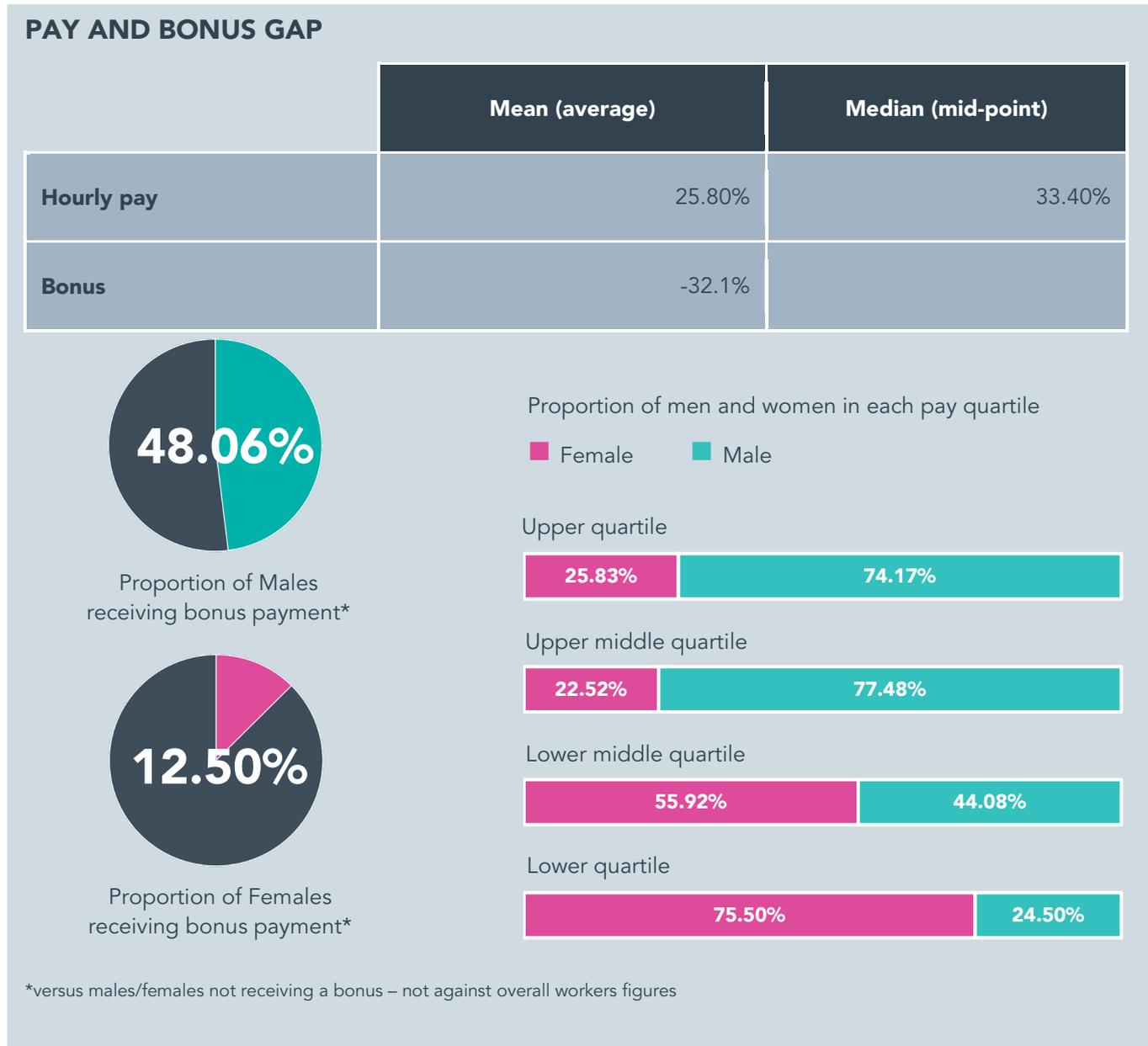


INTRODUCTION

Employers with 250 or more employees must calculate figures comparing men and women's average pay across the organisation. This is known as the gender pay gap and is calculated as the percentage difference between average hourly earnings for men and women. It is important to note that the gender pay gap is different to equal pay, which looks at salaries for jobs with the same or similar responsibilities.

Tunstall Healthcare UK is committed to being a Living Wage Employer. A high proportion of our manufacturing and Response Centre colleagues are covered by negotiated pay bargaining agreements under which all female colleagues are paid the same pay rate as their male colleagues.

The following results represent the pay data for all workers within Tunstall Healthcare UK from the pay period of April 2021 for the mean and median pay calculations. The bonus calculations are based on the full year May 2020 to April 2021. 605 employees were eligible for inclusion in the calculation, 55.04% male and 44.96% female.



ANALYSIS OF TUNSTALL'S GENDER PAY GAP

2020 Comparison

- Our mean hourly rate has slightly increased for women and decreased for men since 2020, closing the mean % gap to 25.8% from 31.25%.
- Our median gender pay gap has also reduced to 33.4% from 37.41% in 2020, but there is still some work to do.
- Although the upper quartile was still dominated by men and the lower quartile was dominated by women, we saw a 37% increase in men working in the lower quartile since April 2020 and an 56% increase in women in the upper quartile since April 2020.
- The mean bonus percentage gap swung greatly in favour of women in 2021 at -32.1% despite fewer women receiving a bonus (32 vs 162 men), this was because the women who were eligible for a bonus received a significantly higher amount than the men due to where they work in the business and the type of bonus, they are eligible for*

* For example, we have a high proportion of men working in 'field engineering' roles who can earn a small quarterly bonus, but there are a small number of women in senior roles who qualify for a larger annual bonus.

2021 Analysis

Having undertaken a thorough review of salaries by job, we are confident that the gap is the result of the distribution of male and female colleagues rather than any equal pay issues. However, we acknowledge that there is still work to do to reduce the gap and we are committed to addressing that in coming years.

In summary:

- Overall, we have a fairly even split of men and women colleagues, however the distribution of the genders across the quartiles does not reflect this.
- The gap is reducing, but at a slower rate than we would ideally like to see. We have identified opportunities to diversify our talent acquisition in Technology based areas where candidates tend to be predominately male.
- The lower quartile pay band is still dominated by women, this is largely due to the nature of the roles and the flexibility available in the working hours that naturally attract women.

OUR COMMITMENTS AND ACTIONS

Our 2021 Progress

- We communicated the 2020 gender pay gap figures to all colleagues.
- We continued to approach recruitment at a senior level in a manner which supports diversity, supporting progress towards more balanced shortlisting.
- Work is still on going to finalise formal job banding with a view to having a more structured reward framework.
- Our new people Information System has been introduced and will continue to be rolled out across the coming year. This will ensure we have relevant insight to support our gender pay gap analysis and inform future plans.
- We have implemented formal Hybrid working across the business, and believe, this will open new opportunities for us to attract a more diverse talent pool which previously has not been an option.

Our 2022 Commitments

- We will communicate the 2022 Gender Pay Gap results to all colleagues by the end of April.
- Following some leadership changes, an improved Talent Acquisition team has been established who will make diverse recruitment a priority for 2022.
- We aim to increase our utilisation of the Apprenticeship Levy to offer all colleagues more opportunities to retrain, upskill or change their current role.
- We will be actively supporting the 'Women In Tech' campaign by working with local Universities and Colleges to encourage more young women to enter careers in the technology sphere.
- We plan to review our 'family friendly' policies including maternity leave and pay entitlements and to review opportunities to offer more flexible working options such as job sharing, more part time roles and term-time contracts.
- Investing more in learning with a focus on promoting internal opportunities for all colleagues.
- In April 2022 we invested and increased the minimum hourly rate to £10.46 which is significantly over the real living wage of £9.90 per hour. This will positively impact employees in the lower quartile, which is female dominated.