



Gender Pay Report

April 2024



Introduction

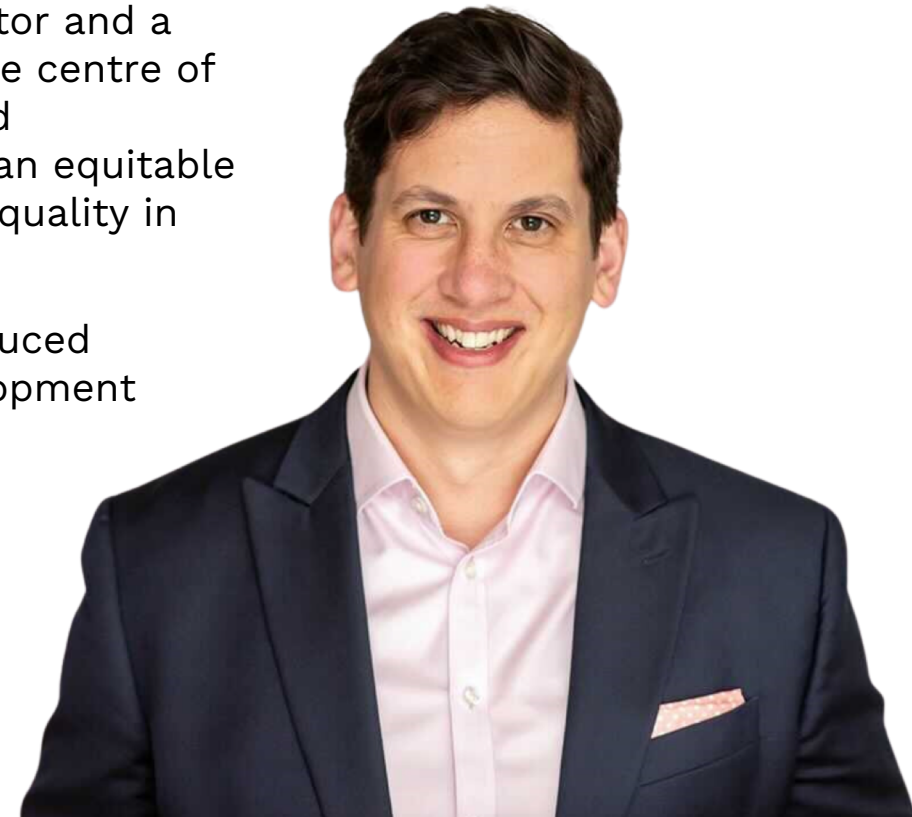
In a commitment to transparency and equitable practice, OneMedical Group presents its comprehensive Gender Pay Report. With diversity and inclusion at the forefront of our company values, we recognise the importance of fostering a compassionate environment that cherishes and supports all employees, irrespective of gender.

Compassion is a core human value, and for me a core part of being a doctor and a leader within a healthcare company. I believe compassion should be at the centre of everything we do, not just in caring for patients but within our culture and interactions with each other. By sustaining compassion, we can cultivate an equitable business that champions wisdom, humanity, equality, presence, and high quality in our teams and healthcare services.

We're proud to say both our mean and median pay gap averages have reduced since last year. We are committed to continue our recruitment and development of some of the finest female talent available in the healthcare industry.

By sharing this data, we hope to encourage others to do the same and to champion compassion, equality, fairness and respect in the healthcare industry.

Dr William Dawson, CEO



Building a healthier future for all

OneMedical Group prides itself in being people-led and even back in 2004, nearly 20 years ago, when we founded what was back then OneMedical, a healthcare estates company, our workforce was predominantly female. So, even though we might now be a typical organisation healthcare-wise with 82% of our team being female (a very similar figure to what the NHS are currently reporting) in terms of the construction industry, we remain a unique make up with women far outweighing men, both in terms of numbers and seniority.

Women often find themselves gravitating towards roles in the healthcare industry, and we'll be continuing to ensure that the roles available to them at OneMedical Group are many and varied, provide good career-development, and enable them to pursue their interests.



**Rachel Beverley-Stevenson,
Executive Chair and Co-Founder**



Definitions



Gender Pay Gap

The gender pay gap measures the difference between men and women's average pay.

This is different to equal pay.



Equal Pay

Equal pay means that women and men have the right to receive equal remuneration for work of equal value. This means ensuring that women and men working in identical or similar jobs receive the same pay.



Mean Pay Gap

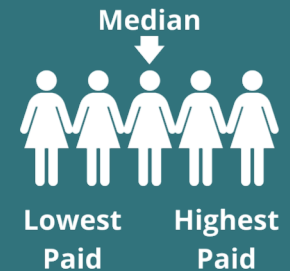
The difference between men's and women's average hourly pay.

The mean is the sum of each gender group's pay, divided by the number of employees.



Median Pay Gap

The difference between midpoints in the ranges of hourly earnings for men and women.



The Report

The existence of a gender pay gap does not mean that an organisation does not pay people equally for the same job.

One Medical Group recognises that an individual may have a gender identity which is different to that of a man and woman. This report is written in line with the guidance for gender pay gap reporting, which only uses the terms male or female/ men or women.

Information provided is for the year ending 31st March 2023.



Building a healthier future for all

Our purpose

We are building a healthier future for all

Our vision

We want to see people thrive through better health and wellbeing



Our values



PEOPLE
FIRST



WORKING
TOGETHER



A HEALTHIER
FUTURE

Where we deliver our strategy



Our strategic objectives

- Deliver excellence in outcomes, safety and experience
- Business and financial strength, sustainability and growth
- High performance behaviours and operational effectiveness
- Positive Impact on society and our environment
- The leading employer of choice in our sector

Driven by our six C's

Communication
Clarity
Consistency
Connectivity
Curious
Courageous

Our Gender Pay Gap Data

Our **mean** gender pay gap is

35%



Compared to 36% in 2022

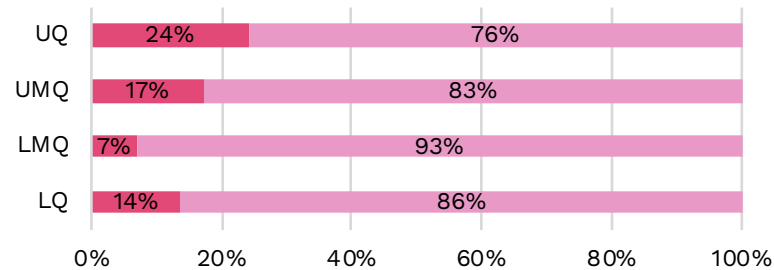
Our **median** gender pay gap is

43%

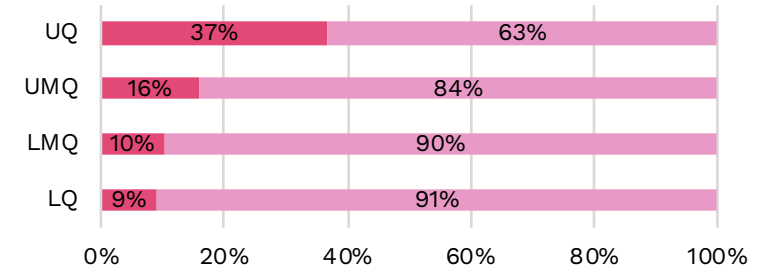


Reduced from 48% in 2022

Proportion of males and females in each pay quartile 2022



Proportion of males and females in each pay quartile 2023



Our mean bonus pay gap is

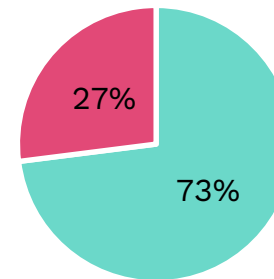
5%

Our median bonus pay gap is

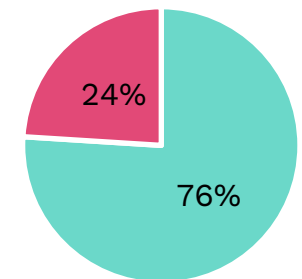
0%

73% of females and **76%** of males received a bonus in the year to April 2023.

Percentage of Females



Percentage of Males

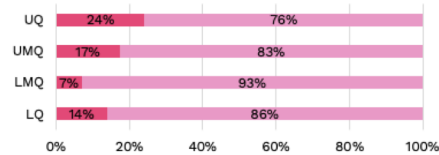


Received Bonus No Bonus

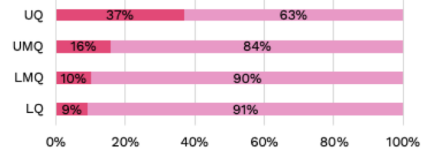
Received Bonus No Bonus

What does this data mean?

Proportion of males and females in each pay quartile 2022



Proportion of males and females in each pay quartile 2023



Different employees earn different salaries. Quartiles help us understand how these salaries are distributed between genders.

First imagine you lined up all the salaries from lowest to highest.

1.Lower Quartile (Q1): The lower quartile contains the employees who earn salaries that fall into the bottom 25% when compared to all the salaries at OneMedical Group.

2.Lower Middle Quartile (Q2): This contains the employees who earn in between the lower 25%-50%.

3.Upper Middle Quartile (Q3): Similar to the lower middle quartile, but for the upper half of the salaries. It's the salaries between 50%-75%. 50% of employees earn less than people in this category and only 25% earn more.

4.Upper Quartile (Q4): The employees in this quartile fall within the top 25% of salaries at OneMedical Group.

It shows us how spread out the earning levels are for both genders. This report shows the gender pay gap has reduced and continued it's downward trend.

Our mean bonus pay gap is

5%

Our median bonus pay gap is

0%

Our **mean** gender pay gap is

35%

Compared to 36% in 2022

Our **median** gender pay gap is

43%

Reduced from 48% in 2022

Mean Gender Pay Gap: The difference in average earnings between all men and all women at OneMedical.

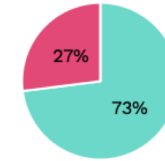
Median gender pay gap: The difference in earnings between the middle-earning man and the middle-earning woman at OneMedical Group.

Mean Bonus Gap: The mean bonus gap measures the disparity in average bonus payments between men and women at OneMedical Group

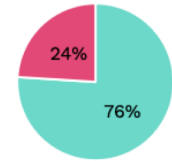
Median bonus gap: This measures the difference in bonus payments between the middle-earning man and the middle-earning woman at OneMedical Group.

73% of females and **76%** of males received a bonus in the year to April 2023.

Percentage of Females



Percentage of Males



■ Received Bonus ■ No Bonus

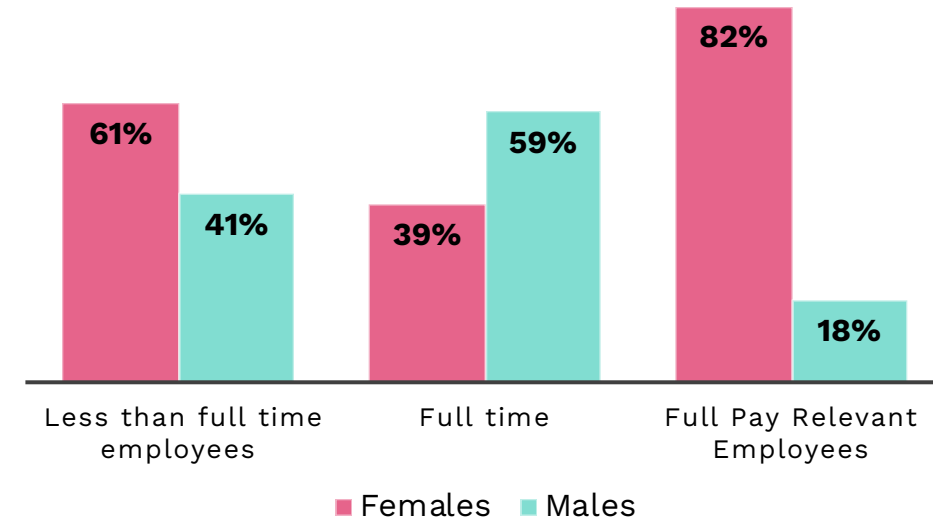
■ Received Bonus ■ No Bonus

A bonus is defined as any additional sum of money payed on top of a contracted salary.

This includes funds received from cost of living payments and refer a friend payments.

Why do we have a gender pay gap?

- The report shows that men working across OMG work an average of 32 hours per week, whilst women work an average of 31 hours per week, meaning gross salaries received by male staff will be higher.
- There are more males working full time hours (40 hours per week) than females.
- More females are classed as 'Full pay relevant employees'.
- Across OneMedical, only 41% of men work less than full time hours (40 hours per week) compared to 61% of women.
- There is a higher percentage of women (82%) working across the organisation as "Full Pay Relevant Employees" than men (17%) and this is the case when looking at each quartile of mean pay. **Full pay relevant employees refer to those who have had no absences within the 12 month period.**



The two biggest quartiles for females are the lower quartile and lower medium quartile. This means the majority of these lower paying roles are being filled by females bringing their average down.

However, 84% of the Upper Middle Quartile and 63% of the Upper Quartile are also occupied by females - females hold the majority of positions in every quartile.

Whereas, the biggest percentage quartile for males is the Upper Quartile occupying 37% of these roles. The next highest male percentage is in the Upper Middle Quartile where they occupy 16% of the job roles.

This shows the majority of men in the business do not work in the lower pay quartiles. While females hold most of the positions across all quartiles, they occupy an even bigger majority of jobs in the lower paying quartiles bringing the average pay statistics down dramatically.



Ethnicity Statistics

Our survey said:

100%

The people I work with are respectful to one another regardless of age, disability, gender, culture, background, race, religion, pregnancy etc.

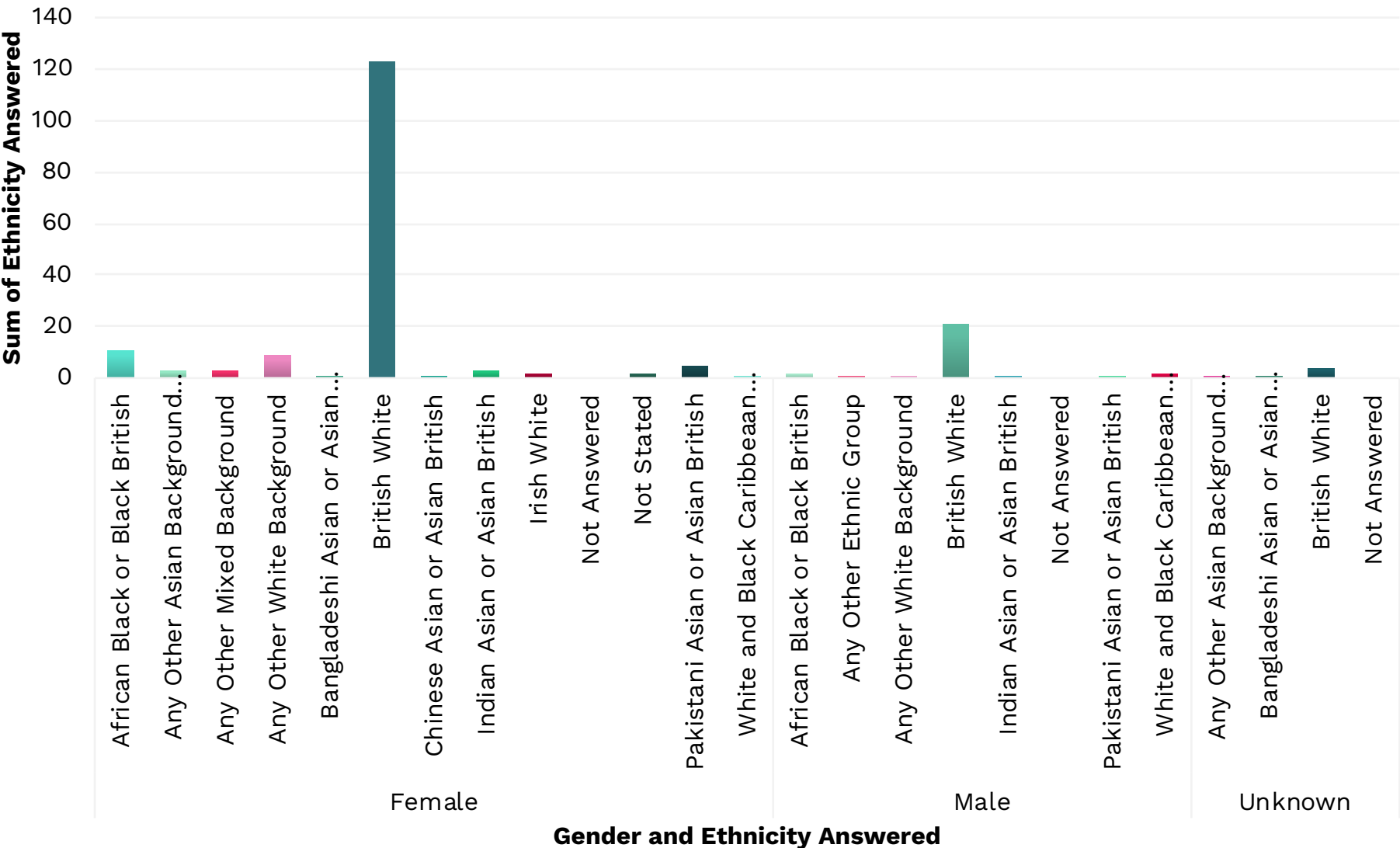
95%

I feel people of all cultures and backgrounds are valued and respected at OneMedical Group.

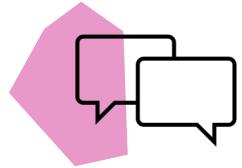
84%

I feel comfortable discussing my background, beliefs and cultural experiences with my colleagues.

Gender Ethnicity Statistics



Reporting back on last year's actions



100%

All of our Freedom to Speak Up Champions are female.



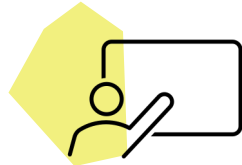
50%

Within our Group Wide Leads, 50% of the roles are held by women.



In last 12 months we have recruited:

27 males
125 females



20

20 of our senior leaders attended our Human Resources refresh training. This covered topics including appraisals and recruitment.



3/4

Our OneMedical Property Team were predominantly female with three out of four of the team being women.



7%

Staff retention increased by 7%



2

Our Menopause Chat sessions take place digitally so that anyone can attend. Two sessions took place during the reporting period.



67%

Of the six members of our Shadow Board, 67% were female. The Shadow Board represents our healthcare services and the views and suggestions of the workforce.



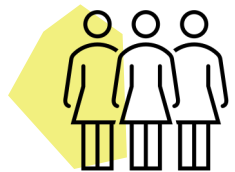
63%

Our Executive Team was made up of five females (63%) and 3 males. The Board of Directors was made up of four females (57%) and 3 males.



100%

All nine members of our Equality Diversity & Inclusion Committee were female. We continue to try to recruit male representation too.



£20

Annual HRT certificate charge is covered by OneMedical Group for any members of staff needing it.



78%

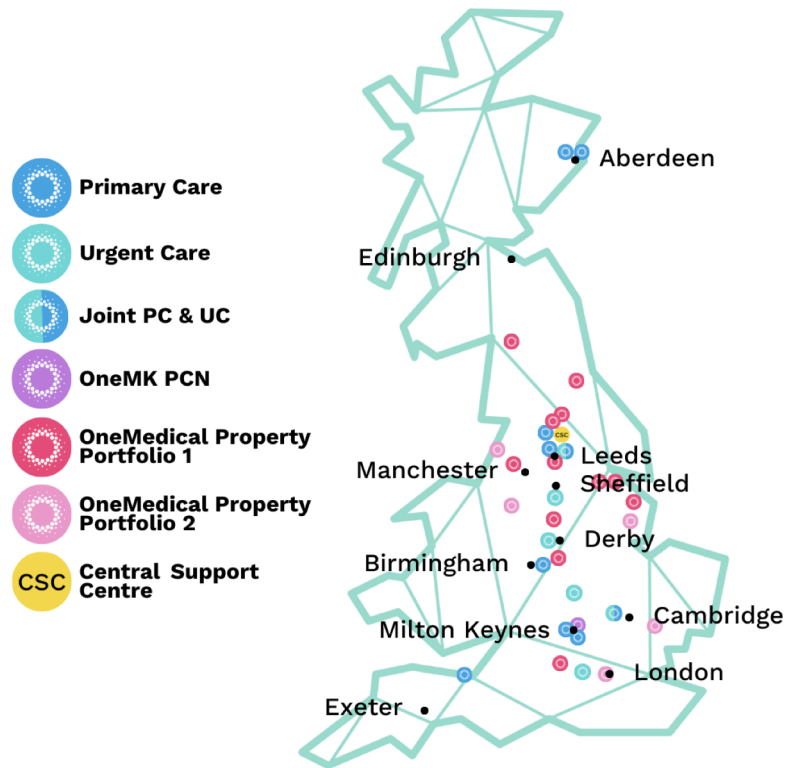
From our service business managers, 78% were female. At our Central Support Centre, 77% of the managers were female.



2024 to 2025 Action Plan

Women's Health	<ul style="list-style-type: none">• Create a group wide lead role dedicated to championing 'women's health' and implementing our strategy• Increase everyone's understanding of women's health issues by offering more training opportunities and featuring it more on the company intranet and in the quarterly newsletters• Implement site-specific Wellbeing Champion team
Recruitment and Retention	<ul style="list-style-type: none">• Promote more roles internally to increase opportunities for career progression• Increase the number of female colleagues benefitting from on-the-job training through apprenticeships• Actively recruit with flexibility• Seek feedback from Men within LMQ and LQ roles to see how we can better promote our vacancies and retain existing workforce
Skills and Training	<ul style="list-style-type: none">• Creation of an annual internal training plan to run alongside statutory and mandatory training• Delivery of The Leadership Academy and other key development areas required
Freedom to Speak Up	<ul style="list-style-type: none">• Increase the number of Freedom to Speak Up Champions within the business• All Champions to complete Freedom to Speak Up training• Increase visibility and understanding of our Speak Up process
Staff Surveys	<ul style="list-style-type: none">• Continue to ask our workforce for their opinion across all subjects, and openly share the results with them
Equality, Diversity and Inclusion	<ul style="list-style-type: none">• Quarterly meetings of our Equality, Diversity and Inclusion Committee (EDI), continuing to ensure the members represent everyone at OneMedical Group• With the Committee, creation of an EDI policy and a Zero Tolerance policy• Update our branding so that we reflect the communities in which we work
Menopause, Period Products and HRT	<ul style="list-style-type: none">• Commit to continuing to pay for female employees' HRT certificates• Monthly provision of period products across all of our sites• Quarterly online Menopause Chat sessions, open to all and led by a clinical lead

Where we work



Get in touch

OneMedical Group
The Business Centre
Bank Top Farm
Blackhill Road
Leeds
West Yorkshire
LS21 1PY

E: enquiries@onemedicalgroup.co.uk
W: onemedicalgroup.co.uk

Registered in England and Wales: Co. 10914858
Registered in Scotland: Co. SC718319