

Gender Pay Gap Reporting (at 5th April 2018)

All businesses employing more than 250 people are required to calculate and publish gender pay gap figures for their employees.

Greenbrook Healthcare’s headline gender pay gap numbers (based on hourly rates) are:

	Male	Female	Gender Pay Gap %
Mean	£31.00	£19.52	37.02
Median	£23.96	£12.56	47.58

Whilst the pay gap this year shows a significantly improved position to last year (5th April 2017: Mean 45.3%; Median 61.9%) the headline number remains high and, as for last year is determined by Greenbrook Healthcare’s particular employee profile.

- A relatively small number of men overall (55 men out of 276 total employees). This means that the mean/median pay of men is more easily affected by relatively small differences in the pay of a small number of individuals.
- Particularly small number of men in lower paid roles.

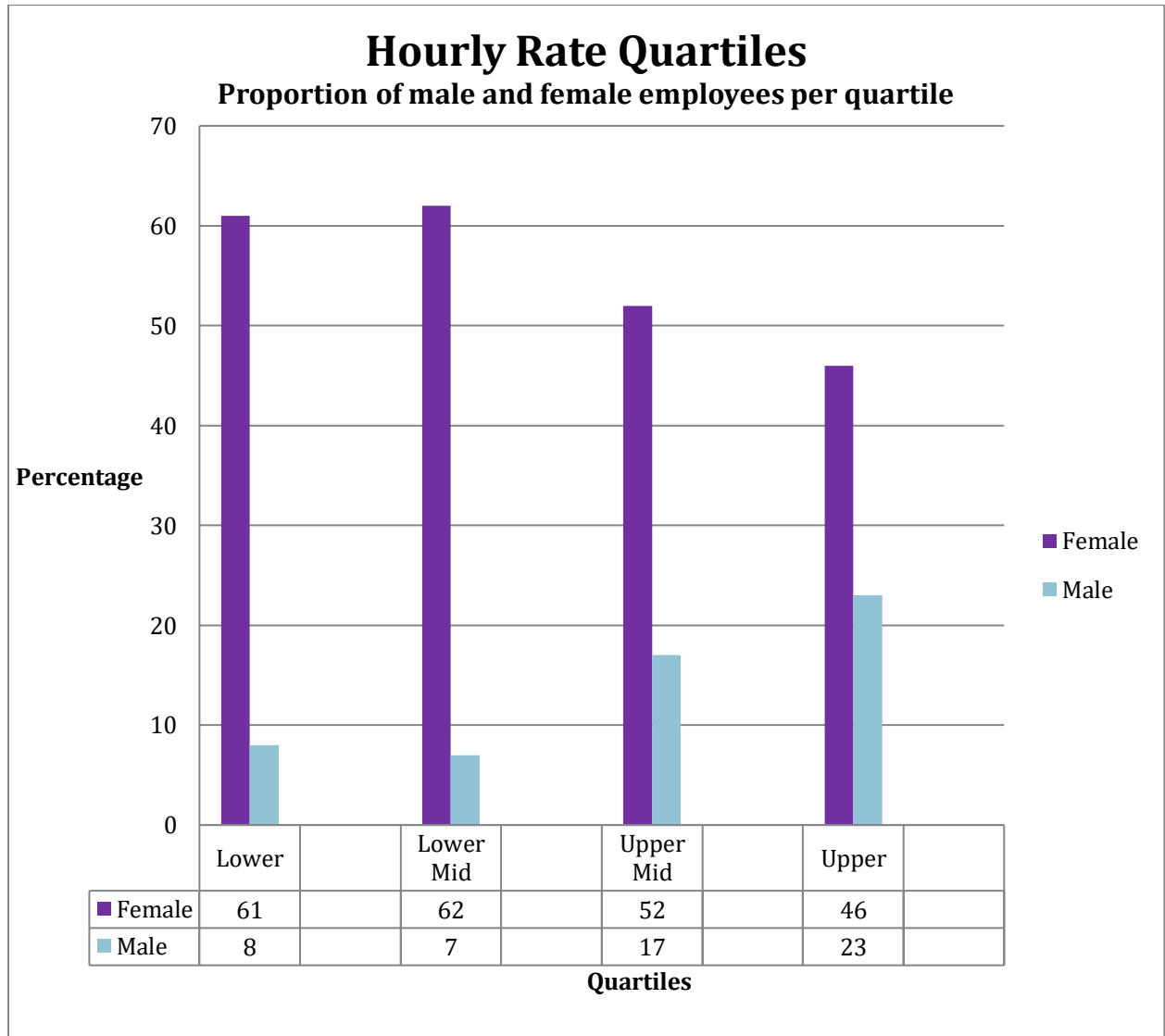
If the gender pay gap is analysed according to staff category, then women are in fact paid more than men in all groups except the Executive Team, where the mean gap is only 2%.

Gender Pay Gap by Category	Percentage Difference
Mean	
Executive Team	2.40%
Central Management	-6.44%
GP	-5.02%
Nurse	-30.07%*
Reception/Admin	-2.16%
Total	
Median	
Executive Team	23.02%
Central Management	-8.34%
GP	-14.31%
Nurse	-30.15%*
Reception/Admin	-1.46%

Number of staff		
Female	Male	Total
3	4	7
21	7	28
10	17	27
58	13	71
129	14	143
221	55	276

* The ~30% pay gap for nurses in favour of women comes from nurse bank staff who have anti-social hours enhancements (for overnight/weekend work) included in their hourly rate. Approximately a quarter of female nurses are “bank only” staff. There are no male “bank only” staff.

The pay quartiles data (from lowest to highest pay), shows the small number of men overall and the relatively lower number of men in the lower and middle quartiles of pay:



Bonuses

- Only two people in senior management positions received bonuses. Both were men.
- The gender pay gap for bonuses is not calculable as no women received a bonus in the period.
- The small number of bonuses makes it difficult to draw any general conclusions.

Conclusions and Learning from the Data

Whilst there is still a gender pay gap at Greenbrook Healthcare, it is driven mostly by a number of structural factors rather than an obvious bias against paying staff equally.

- This year there are more men employed in nursing and reception/admin posts than in 2017. However the number remains small relative to the number of women employed (23% of our workforce are male which is typical for a healthcare provider).
- There are more female nursing staff in the higher graded posts (e.g. nurse managers).
- Approximately a quarter of female nurses are “bank only” staff (with antisocial hours payment included in their hourly rates) whereas there are no male “bank only” staff in the numbers.
- The largest group for men is the relatively better paid General Practitioner group and the number of men in this group has increased.

Greenbrook Healthcare has taken a number of actions in the last year to support addressing our gender pay gap and removing potential bias from the pay setting processes:

- A pay framework and pay policy that applies to all employees was implemented in September 2018.
- Greenbrook Healthcare has developed a new Learning and Development Strategy.
 - Necessary competencies identified for each role and the training required to support them.
 - A clear process for agreeing study leave and funding for all staff.
- We have developed recruitment skills training with a focus on avoiding potential bias in recruitment.
- Continuing to promote our flexible working opportunities at all levels

Greenbrook Healthcare will continue to identify and implement plans to avoid potential discrimination in pay. The effectiveness of actions taken to date will be reviewed by the Executive Team together with an action plan for the 2019/20 financial year.

Please note that this report relates to Greenbrook Healthcare (Hounslow) Limited only.