

Gender Pay Gap

RESULTS OF OUR PAY ANALYSIS 2018/19



I am pleased to present our pay figures

DR STEPHEN CURRAN, MD



57%

OF EMPLOYEES ARE FEMALE

43%

OF EMPLOYEES ARE MALE

Our management team comprises

2 men and 4 women.

We have male and female advisory board members in equal numbers.

Our MEAN
pay gap is
-29.9%

↑
Meaning that on average, the pay differential is in favour of female employees

Indicating that we reward fairly, irrespective of any gender bias

Our MEDIAN
pay gap is
- 0.3%



Upper Quartile	Female	56.7%
	Male	43.3%
Upper Middle Quartile	Female	57.8%
	Male	42.2%
Lower Middle Quartile	Female	62.2%
	Male	37.8%
Lower Quartile	Female	50%
	Male	50%

The findings in our Gender Pay Gap are explained by our business being populated by a high number of female employees, many of whom occupy managerial or supervisory roles.

0% OF MALE AND 0% OF FEMALE EMPLOYEES RECEIVED BONUS PAYMENTS