



Gender Pay Gap



*I am pleased to present our
2019 gender pay gap report*

DR STEPHEN CURRAN, MD
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58%

OF EMPLOYEES ARE FEMALE



42%

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
-27.01%

↑
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%



Upper Quartile	Female	61.11%
	Male	38.89%
Upper Middle Quartile	Female	52.75%
	Male	47.25%
Lower Middle Quartile	Female	68.13%
	Male	31.87%
Lower Quartile	Female	51.11%
	Male	48.89%

The findings in our Gender Pay Gap report are explained by our business being populated by a high number of female employees, many of whom occupy managerial or supervisory roles and most roles are offered on a part-time basis. Over the past 12 months our business has expanded and there has been a slight shift in some of our statistics, but still we maintain a healthy picture in terms of no gender-based bias.

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

"We are pleased that our gender pay gap continues to be a fair representation of how we reward employees in our organisation. As our business grows, we are committed to continue monitoring in this area."

