

Gender Pay Gap Report 2020



INTRODUCTION

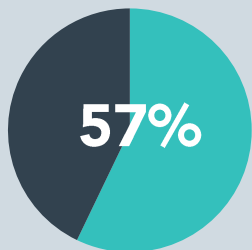
Employers with 250 or more employees must calculate figures comparing men and women's average pay across the organisation. This is known as the gender pay gap and is calculated as the percentage difference between average hourly earnings for men and women. It is important to note that the gender pay 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 colleagues are covered by negotiated pay bargaining agreements under which all female colleagues are paid the same pay rate as their male colleagues.

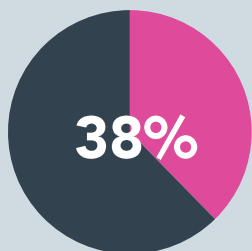
The following results represent the pay data for all workers within Tunstall Healthcare UK from the pay period of April 2019 for the mean and median pay calculations. The bonus calculations are based on the full year May 2018 to April 2019.

PAY AND BONUS GAP

	Mean (average)	Median (mid-point)
Hourly pay	30.54%	34.89%
Bonus	58.93%	68.55%



Proportion of Males receiving bonus payment*



Proportion of Females receiving bonus payment*

Proportion of men and women in each pay quartile

■ Female ■ Male

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



*versus males/females not receiving a bonus – not against overall workers figures

ANALYSIS OF TUNSTALL'S GENDER PAY GAP

Year on year comparison hourly rates

The mean hourly rate for males has decreased on 2018 whilst it has increased slightly for females resulting in a lower percentage gap for 2019 (30.54%) compared to 2018 (40.00%). **This decrease has been mainly driven by a greater numbers of females hires being appointed into senior roles than in 2018.**

The median hourly rate has decreased for males and increased slightly for females, again resulting in a lower percentage gap for 2019 (34.89%) compared to 2018 (40.84%).

74.32% of colleagues in the top pay bracket at Tunstall Healthcare UK are men while 80.27% of colleagues in the lowest pay bracket are female.

We have undertaken a thorough review of our pay by job band and are confident this gap is as a result of the workforce distribution rather than any equal

pay issues, regardless we are committed to taking robust action to reduce the gap in future years.

Year on year comparison bonus payments

The mean bonus pay figure is significantly lower than 2018 for males (54% decrease) and females (62% decrease). However, the mean bonus payment is higher for males than females resulting in a higher percentage gap for 2019 (58.93%) compared to 2018 (51.41%).

The median bonus pay has increased for males and only very slightly for females, resulting in a much higher percentage gap for 2019 (68.55%) compared to 2018 (32.26%).

The Quartile banding breakdown is similar between 2018 and 2019. The lower quartiles have a higher percentage of female workers while the upper quartiles have a higher percentage of male workers. This is representative of a significant number of call centre and manufacturing roles within the lower quartiles being occupied by female workers.



One third of the Tunstall Healthcare UK Board is female, representing strong progress in the representation of females at Board level.

OUR COMMITMENTS AND ACTIONS

Progress from 2019

- We communicated the 2018 gender pay gap figures to all colleagues
- We commenced a formal job banding initiative and evaluation of all our job roles with a view to paying against this framework
- We commenced a review of our approach to career development and progression to ensure there are no barriers to the progression of females across the workforce, a leadership development programme commenced in February 2020

Actions for 2020

- We will communicate the 2019 gender pay gap figures to all colleagues by the end of April
- Over the next 12 months we will finalise formal job banding and we are in the process of evaluating all of our job roles with a view to paying against this framework
- We will develop key management information in line with the introduction of a new system to ensure data is accurate and relevant to support our gender pay gap analysis
- We will continue to develop our approach to career development and progression to ensure there are no barriers to the progression of females across the workforce
- We will continue to progress the actions and commitments from 2018
- We will continue to work with local universities and colleges to attract more female applicants into our key technical roles to address the gender pay gap