

CHEC

Gender Pay Gap Report

March 2023 to April 2024



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1. Introduction

The purpose of this report is to provide a detailed analysis of the gender pay gap at CHEC covering the period of 1st April 2023 to 31st March 2024. This report is prepared in compliance with the UK Government's gender pay gap reporting requirements, which mandate that organisations with 250 or more colleagues publish their gender pay gap data annually.

At CHEC we are committed to promoting gender equality and ensuring that all colleagues are treated fairly and equitably. This report aims to highlight any disparities in pay between men and women within our organisation, identify the underlying causes, and outline the steps we are taking to address these issues.

By transparently sharing our gender pay gap data, we aim to foster a culture of openness and accountability, and to demonstrate our dedication to creating a diverse and inclusive workplace where everyone has the opportunity to succeed.

Founded in 2012, CHEC is one of the UK's leading providers of community healthcare. For more than a decade, CHEC has been working in partnership with the NHS to increase patient choice and provide access to timely care and treatment locally.

Through our 150+ community hospitals nationwide, CHEC makes specialist eyecare and endoscopy services more readily accessible in local communities by offering patients greater flexibility and reduced waiting times.

We work with thousands of Optometrists and GPs to deliver our shared care partnership model.

As a specialist provider of community ophthalmology and gastroenterology, we are pleased to have built a reputation of high quality, patient-focused care that ensures we always remain responsive and considerate to the needs of our patients.

2. Methodology

The data used in this report was collected from our payroll records for all colleagues as of the snapshot date, April 5, 2024. The data includes information on hourly pay rates, bonus payments, and the gender of each employee.

Mean Gender Pay Gap: The mean gender pay gap is the difference between the average hourly earnings of men and women, expressed as a £ of men's earnings.

Median Gender Pay Gap: The median gender pay gap is the difference between the median hourly earnings of men and women, expressed as a £ of men's earnings.

Bonus Pay Gap: The mean and median bonus pay gaps are calculated in the same way as the gender pay gaps but using bonus payments instead of hourly pay rates.

Proportion of Colleague's Receiving Bonuses: This metric shows the percentage of men and women who received bonus payments during the reporting period.

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3. Pay Quartiles

Employees are divided into four equal groups (quartiles) based on their hourly pay rates. The proportion of men and women in each quartile is then calculated to show the distribution of genders across different pay level.

4. 2024 Gender Pay Gap Report

Gender Pay Gap (GPG)		
Data	Variance	Change
Males Mean	Increased from 312.45 to 328.53	£16.08
Males Median	Increased from 200.03 to 207.60	£7.57
Females Mean	Increased from 212.67 to 221.18	£8.51
Females Median	Increased from 156.12 to 162.99	£6.87
Pay Gap Mean	Increased from 99.78 to 107.35	£7.57
Pay Gap Median	Increased from 43.91 to 44.61	£0.70
% Pay Gap Mean	Increased from 31.90% to 32.7%	0.8%
% Pay Gap Median	Decreased from 22.00% to 21.5%	-0.5%

Quartiles		
Lower	Variance	Change
Min	Increased from 71.25 to 137.98	£66.73
Max	Increased from 139.98 to 150.42	£10.45
% Males	Decreased from 21.10% to 15.1%	-6%
% Females	Increased from 78.90% to 84.9%	6%
Lower Middle Quartile		
Min	Increased from 141.04 to 150.42	£9.38
Max	Increased from 166.08 to 174.67	£8.59
% Males	Decreased from 27.40% to 22.4%	-5%
% Females	Increased from 72.60% to 77.6%	5%
Upper Middle Quartile		
Min	Increased from 166.08 to 175.59	£9.51
Max	Increased from 265.73 to 275.44	£9.71
% Males	Slightly increased from 28.40% to 28.8%	0.4%
% Females	Slightly decreased from 71.60% to 71.2%	-0.4%
Upper Quartile		
Min	Increased from 265.73 to 279.02	£13.29
Max	Increased from 1,459.67 to 1,525.88	£66.21
% Males	Decreased from 43.60% to 36.8%	-6.8%
% Females	Increased from 56.40% to 63.2%	6.8%

Gender Bonus Gap		
	Variance	Change
% Males	Increased from 4.40% to 15.50%	11.10%
% Females	Decreased from 12.50% to 7.80%	-4.70%

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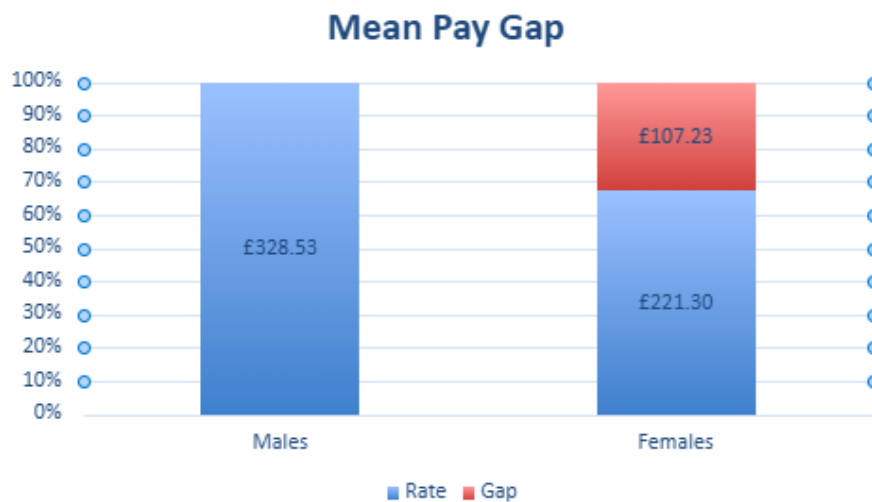


% Bonus Gap	Increased from -8.10% to 7.70%	15.80%
% Bonus Gap Mean	Decreased from 70.60% to 30.50%	-40.10%
% Bonus Gap Median	Decreased from 88.60% to 47.80%	-40.80%
Males Mean	Increased from 1,197.17 to 2,888.12	£1,690.95
Males Median	Increased from 1,000.00 to 2,875.00	£1,875.00
Females Mean	Increased from 351.96 to 2,007.22	£1,655.26
Females Median	Increased from 113.75 to 1,500.00	£1,386.25

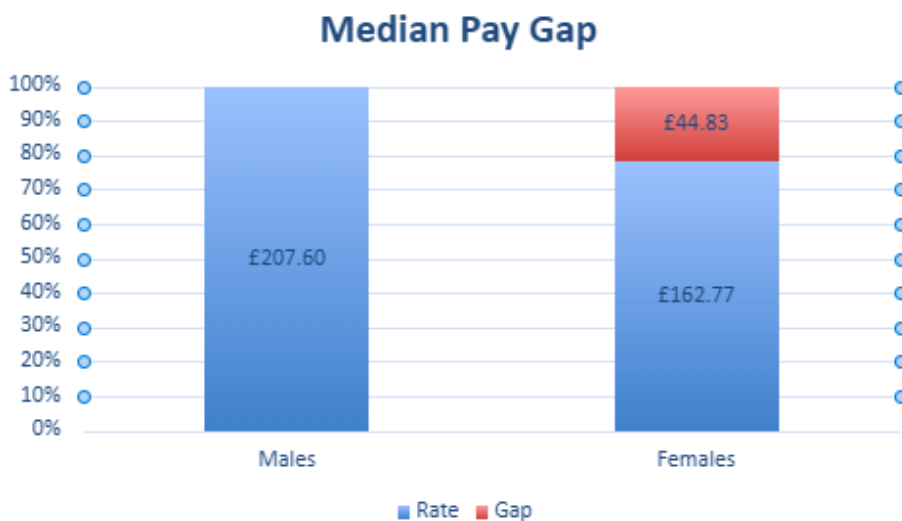
5. **Observations:**

Overall Pay Gap:

- The mean pay gap increased from 31.90% to 32.7%, indicating a slight widening of the gap.



- The median pay gap decreased from 22.00% to 21.5%, showing some improvement at the median level.



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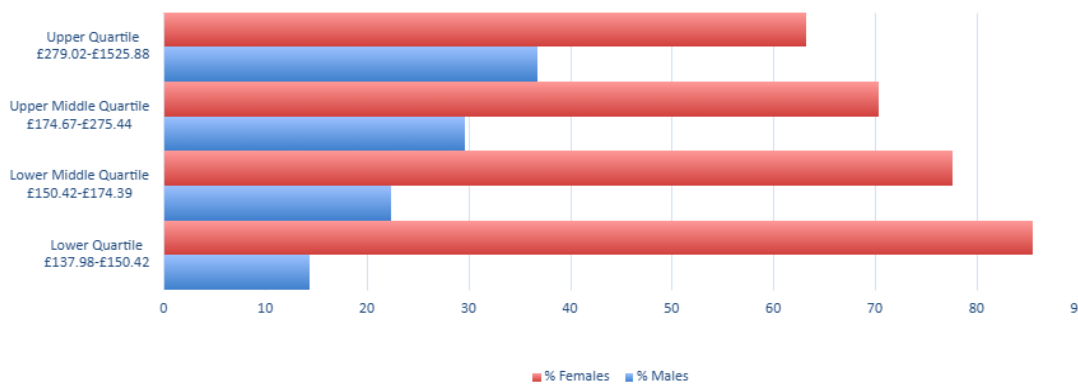
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Quartile Analysis:

- **Lower Quartile:** The percentage of females increased, while the percentage of males decreased, indicating more females in lower-paying roles.
- **Lower Middle Quartile:** Similar trends with an increase in the percentage of females and a decrease in males.
- **Upper Middle Quartile:** The percentage of males and females remained relatively stable.
- **Upper Quartile:** The percentage of females increased, while the percentage of males decreased, indicating more females in higher-paying roles.

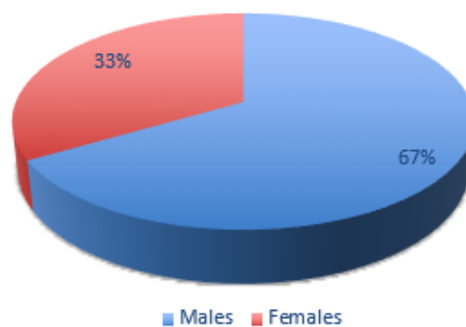
Company Pay Quartiles



Bonus Gap:

- The percentage of males receiving bonuses increased, while the percentage of females receiving bonuses decreased.

Bonus Recipients by Gender



- The mean and median bonus gaps decreased, indicating a reduction in the disparity of bonus amounts between males and females.

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6. Conclusion.

As a healthcare company employing a significant number of nurses and nursing support colleagues, our gender split of 75% female and 25% male is reflective of the national trend. According to the latest data from the Nursing and Midwifery Council Register (NMC) from September 2023, approximately 89% of registered nurses and midwives are female, while 11% are male. This demonstrates that our workforce composition aligns with the broader healthcare sector.

While our senior board level is slightly more weighted towards males, we are confident there is balanced remuneration at all pay grade levels for both male and female employees at Director and Senior and Operational management level. Our commitment to equality ensures that all staff members are valued and compensated fairly, regardless of gender.

- **Positive Trends:** The increase in the percentage of females in the upper quartile and the reduction in the median pay gap are positive signs of improving pay equity, this is due to an increase in female headcount in more senior roles in the business.
- **Areas for Improvement:** The increase in the mean pay gap and the significant disparity in bonus distribution suggest that there are still areas where pay equity can be improved.

Overall, while there are some positive trends, the data indicates that there is still work to be done to achieve full pay equity. We are continuing to monitor and promote gender diversity across all pay quartiles.



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