



Gender Pay Report

1st April 2024 to 31st March 2025

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 2024 to 31st March 2025. 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, endoscopy ENT and dermatology services more readily accessible in local communities by offering patients greater flexibility and reduced waiting times.

As an independent healthcare provider to the NHS, 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, 2025. 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.

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. 2025 Gender Pay Gap Report

Gender Pay Gap (GPG)			
Data	2024	2025	Variance
Males Mean	£328.53	£343.15	£14.62
Males Median	£207.60	£233.18	£25.58
Females Mean	£221.18	£234.81	£13.63
Females Median	£162.99	£181.36	£18.37
Pay Gap Mean	£107.35	£108.34	£0.99
Pay Gap Median	£44.61	£51.82	£7.21
% Pay Gap Mean	32.70	31.60	-1.10
% Pay Gap Median	21.50	22.20	0.70

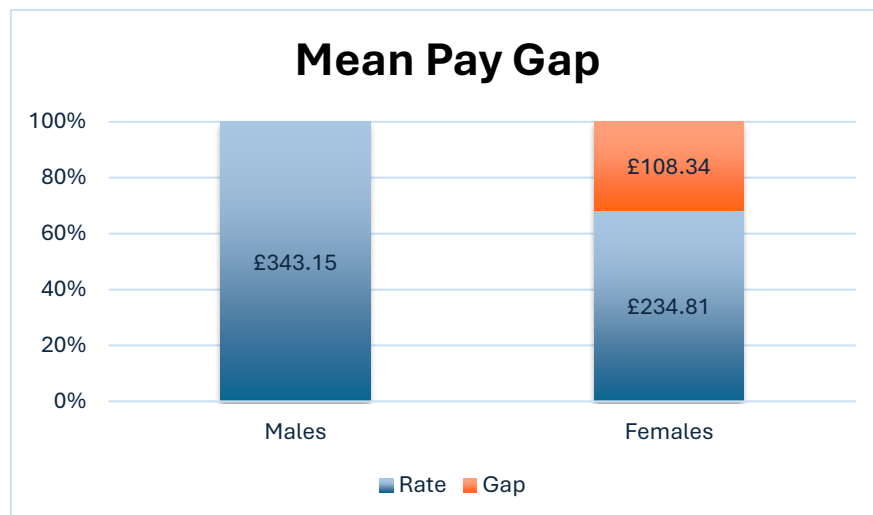
Quartiles			
Lower Quartile	2024	2025	Variance
Min	£137.98	£147.17	£9.19
Max	£150.42	£162.76	£12.34
% Males	15.1	20.70	5.6
% Females	84.9	79.30	-5.6
Lower Middle Quartile	2024	2025	Variance
Min	£150.42	£162.76	£12.34
Max	£174.67	£188.11	£13.44
% Males	22.4	21.50	-0.9
% Females	77.6	78.50	0.9
Upper Middle Quartile	2024	2025	Variance
Min	£175.59	£189.33	£13.74
Max	£275.44	£285.66	£10.22
% Males	28.8	28.20	-0.6
% Females	71.2	71.80	0.6
Upper Quartile	2024	2025	Variance
Min	£279.02	£285.66	£6.64
Max	£1,525.88	£1,579.29	£53.41
% Males	36.8	37.60	0.8
% Females	63.2	62.40	-0.8

Gender Bonus Gap			
Data	2024	2025	variance %
% Males	15.50	12.40	-3.10
% Females	7.80	8.70	0.90
% Bonus Gap	7.70	3.70	-4.00
% Bonus Gap Mean	30.50	59.10	28.60
% Bonus Gap Median	47.80	10.00	-37.80
Males Mean	£2888.12	£5787.55	£2899.43
Males Median	£2,875.00	£2,494.00	£-381.00
Females Mean	£2,007.22	£2,369.13	£361.91
Females Median	£1,500.00	£2,244.98	£744.98

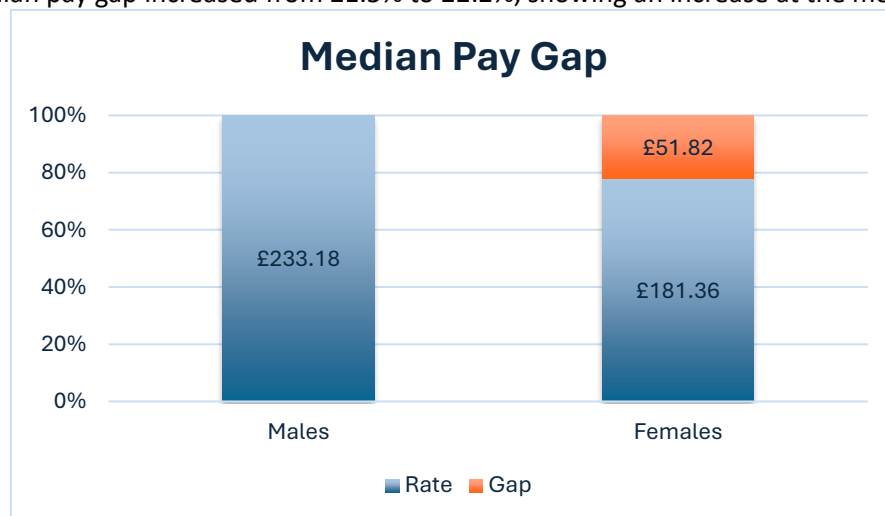
5. Observations:

Overall Pay Gap:

- The mean pay gap decreased from 32.70% to 31.60%, indicating a slight reduction of the gap.

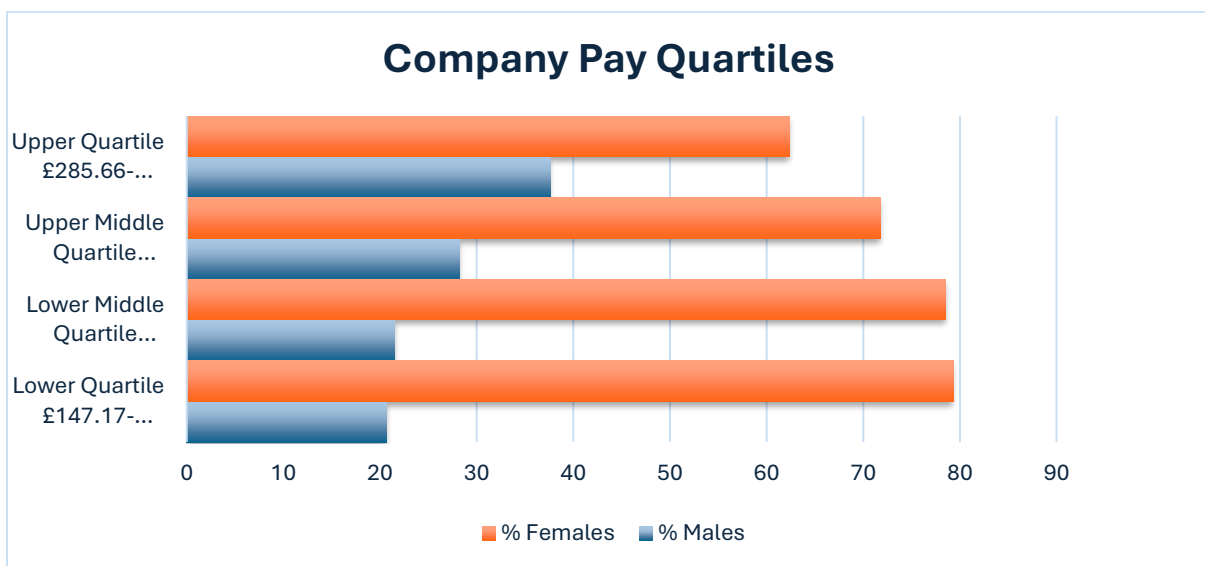


- The median pay gap increased from 21.5% to 22.2%, showing an increase at the median level.



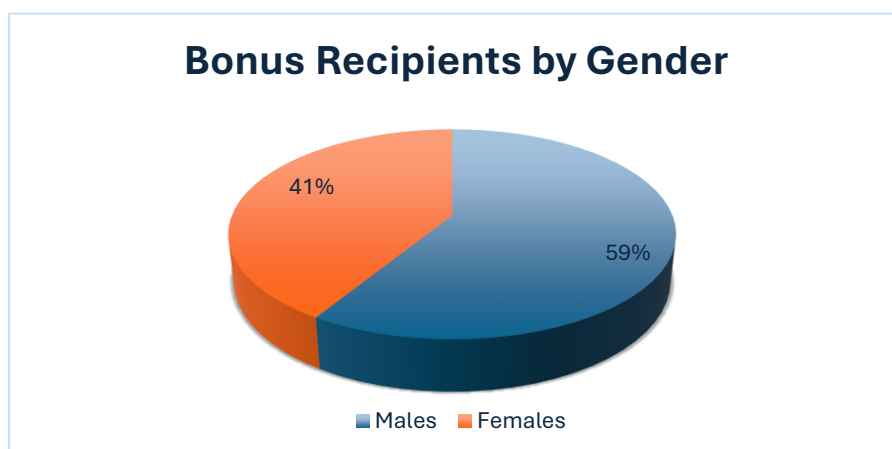
Quartile Analysis:

- **Lower Quartile:** The percentage of females decreased from 84.9% to 79.3%, while the percentage of males increased from 15.1% to 20.70%, however, this still remains as 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 decreased slightly (-0.8%) while the percentage of males increased (+0.8), remaining very similar to previous year.



Bonus Gap:

- The percentage of females receiving bonuses increased from 33% to 41%, while the percentage of males receiving bonuses decreased from 67% to 59%.



- Mean gap has worsened significantly → men’s average bonuses are much higher than women’s, driven by large bonuses paid to a small number of men.
- Median gap has improved significantly → the “typical” man and woman are now receiving much closer bonus amounts.

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 colleagues are valued and compensated fairly, regardless of gender.

The organisation has seen overall pay growth for both men and women and a modest reduction in the mean gender pay gap percentage. The median pay gap has increased slightly, reflecting workforce structure and role distribution rather than unequal pay practices.

Community Health & Eyecare Ltd remains committed to:

- Ensuring fair and transparent pay and reward practices
- Supporting progression and development opportunities for all employees
- Monitoring bonus allocation and senior role representation

Progress will continue to be monitored annually as part of our commitment to equality, diversity, and inclusion.