

Gender Pay at Simplyhealth 2019



Simplyhealth is a business that knows what it is, what it stands for and what makes it different.

Our Purpose is to improve access to healthcare, because we believe that no one should go without the healthcare support they need.

This purpose is as relevant today as it was when we were founded in 1872, and the decisions we make as a business are all led by it. This includes our approach to diversity and inclusion.

As a woman of colour, with a disability, I am so proud to be leading an organisation that is truly committed to being an inclusive employer at all levels in our business.

I, and my leadership team, have a passion for diversity and inclusion in all its forms, and know that having the right capabilities, together with a strong and positive culture, are critical in driving a successful, sustainable and purpose led organisation.

2019's results have shown a decrease in both the mean and median Gender pay gap and this is, in the main, due to more females sitting within the upper quartile of our salary ranges and an increase in the number of males in the lower quartile.

While Simplyhealth is committed to offering flexible working to all employees, the large majority of roles where significant part time working takes place are within our lower quartile pay bands. These roles are typically more attractive to females due to the great flexibility that's available.

We are striving for equality throughout our business and our colleagues are rewarded for the value they bring, irrespective of any other factor.

Our leadership team is diverse, with almost equal representation from both genders (43% female and 57% male) which encourages healthy debate and challenge.

There continues to be the opportunity for women to progress their careers within Simplyhealth, as well inspiring women to join our organisation in middle manager and senior positions.

We are committed to improving our Gender Pay Gap by following these principles:

- 1 Ensure equal opportunities
- 2 Ensure there is no bias in our recruitment and reward principles
- 3 Develop and acquire talent irrespective of gender

Romana Abdin
Chief Executive Officer
for Simplyhealth

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Our results

Gender Pay Gap

This data is designed to look at the difference in the average pay of men and women regardless of their role or level within the Company. This is different to Equal Pay which focuses on equal pay for equal work.

The gender pay gap is calculated in line with the reporting regulations taking pay information for 1,100 of our people.

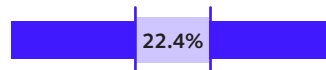
Pay quartiles

Pay quartiles are calculated by ordering the pay rates of all employees from lowest to highest and splitting them into four groups of equal size. We then take each group and look at the proportion of males and females in each.

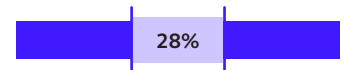
Bonus

Our people are eligible to receive additional rewards based on their performance and our criteria for receiving a bonus is consistently applied. As our people progress to more senior roles, their total reward opportunity increases. This means that typically, employees who hold more senior roles, receive larger bonuses.

Mean GPG



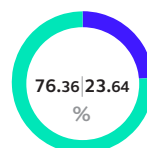
Median GPG



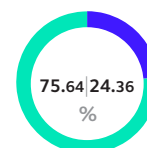
For the Financial & Insurance Sector the average mean gap is 26.8% and median 21.1%.

Proportion of male and females in each pay quartile
Total employees 1100

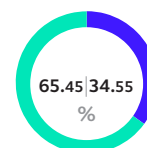
Female | Male



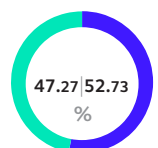
Lower quartile



Lower middle quartile

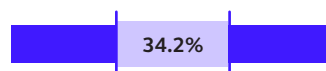


Upper middle quartile

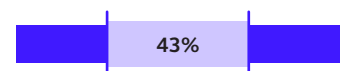


Upper quartile

Mean Bonus Gap

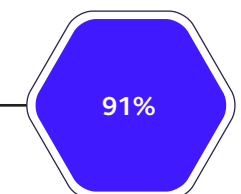
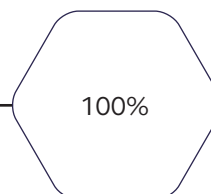
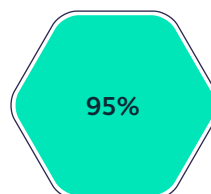


Median Bonus Gap



Proportion of male and females receiving a bonus

Female | Male



As Chief Executive Officer for Simplyhealth, I, Romana Abdin, can confirm that the information contained in this report is accurate.