

Gender Pay Gap reporting 2020



Simplyhealth is an organisation which is driven by a strong purpose – improving access to healthcare – a purpose which aims to benefit all of society.

We believe that organisations have a huge part to play in the lives of others – both customers and colleagues – and actively

strive to improve the health, wellbeing, and outlook for all of those that our business touches.

Despite being a relatively small employer in our field, with around 1000 employees, we make a strong positive impact in the Andover / Hampshire areas with our employment offering – with flexible positions which suit all stages of a career journey, a strong emphasis on continual learning and improvement and a desire to always do better as an employer and service provider.

Gender pay is often confused with equal pay, but it's important to recognise that they are not the same thing. The information contained in this report outlines the difference between the average hourly pay for all our male and female colleagues, irrespective of the role they complete. Equal pay on the other hand refers to the pay men and women receive for doing the same job, where any inequality based on gender is illegal.

Whilst the 2020 report shows an increase in our gender pay gap, we are confident in the fairness and equity in our pay and reward structures and can demonstrate that our commitment to offering meaningful and flexible opportunities to our people have indeed widened our pay gap. This is because of the increasing numbers of front-line roles which can be done on a part time basis, traditionally making them more attractive to females of working age.

Our 2020 our workforce was 2/3rd female – with nearly 25% of these roles being taken on a part time basis. By contrast just 2.5% of our male employees have chosen to work part time.

Alongside our reports on the gender pay gap, we also run equal pay reports – which look at the rates of pay for people doing jobs of 'equal value' – and we found that we have no significant pay gaps – we are therefore very confident that our gender pay gap is because of the higher proportion of female employees in our organisation who have a high prevalence to undertake our front-line roles. We have strong female representation in our senior positions with a significant number of our Leadership and Executive roles being filled by women.

Further confidence comes from the equal proportion of our female and male employees receiving a bonus payment in 2020 – 81.48% of female employees received a bonus versus 81.78% of male employees.

We are always looking for ways to make our organisation a really great career destination and will continue to work with all our colleagues as well as industry specialists to ensure that working for Simplyhealth is a fulfilling and positive experience.

I confirm that the data contained in this report is accurate and calculated in line with requirements.

Angela Sherwood
HR Director

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Our 2020 gender pay statistics

Mean gender pay gap – this is a simple average of all female vs male salaries: 34.35%

Median gender pay gap – this is a comparison of the median (middle value when placed in ascending / descending order) rate for females vs males: 38.26%

It is important to note that this is not a measure of people doing ‘like work’ or similar roles – it is a statistical exercise which ranks and compares salaries. At Simplyhealth we do not have any significant pay gaps for people doing similar or same grade roles in line with our evaluation methodology.

Our Pay Quartiles

Pay quartiles show the proportion of female and male employees within 4 groups when you rank salary from lowest to highest. Our results highlight the high proportion of females in the organisation – especially those in frontline flexible roles. Females are very well represented in our highest quartile with significant numbers of both the Executive and leadership teams being female.

Our Bonus Payments

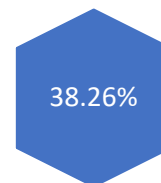
We have a bonus scheme for all our employees regardless of grade or working pattern – which provides an opportunity for all employees to earn an annual bonus. The amount increases with grade which explains our bonus gap – with our gender mix in our lower grades and our gender mix over all being predominantly female.

Our mean bonus gap is 33.14% and our median 55.93% this reflects the high proportion of females employed in our lower graded roles, many of whom work part time. Equal proportions of female and male employees received a bonus payment:

Mean GPG



Median GPG

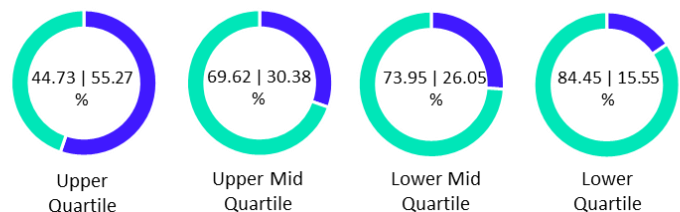


For the Financial & Insurance Sector the average mean gap is 26.8% and median 21.1%.

Proportion of male and females in each pay quartile

Total employees 1100

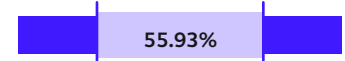
Female | Male



Mean Bonus Gap



Median Bonus Gap



Proportion of male and females receiving a bonus

Female | Male

