

# Gender Pay Gap Reporting 2021



Simplyhealth is an organisation which is driven by a strong purpose – improving access to healthcare for all in the UK.

We believe that organisations have a huge part to play in the lives of others, both customers, colleagues and communities. We actively strive to improve the health, wellbeing and outlook for all of those that our business touches.

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

Whilst the Gender Pay calculations are for legislative reporting, we also run equal pay reports which look at the rates of pay for people doing jobs of 'equal value'. Our equal pay audits found that we have no significant pay gaps and we are confident in the fairness and equity of our pay and reward structures. Our gender pay gap is largely because of the higher proportion of female employees in the business undertake our front-line roles. We have good female representation in our senior Leadership and Executive roles and are fully committed to continuing to develop female leaders to maintain a good pipeline of talent for the future.

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

**Angela Sherwood**  
Chief People Officer

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## Our 2021 gender pay statistics

Mean gender pay gap – this is a simple average of all female vs male salaries: **29.4%**

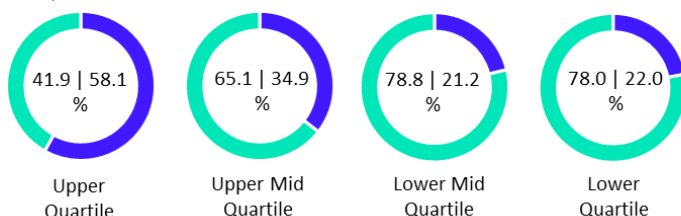
Median gender pay gap – this is a comparison of the median (middle value when placed in ascending / descending order) rate for female vs males: **38.4%**

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 mean gender pay gap has improved by 5% whilst the median gap has increased by 0.1%, but the figures still reflect a higher proportion of our senior roles are occupied by male colleagues.

## 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.

### Female | Male



## 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.

Our mean bonus gap is 35.2% and our median 47.0%. This reflects the high proportion of females employed in our lower graded roles, many of whom work part time and so receive a pro-rated bonus. Equal proportions of female and male employees received a bonus payment

## Proportions of females and males receiving a bonus payment

### Female | Male

