

InHealth Group Ltd Gender Pay Report

1st April 2020 to 31st March 2021

Overview

The mean average gender pay gap of 15.9% (Metric 1) shows a 3.5% reduction (improvement) in the past 12 months. The proportion of female employees in the lower pay quartile has reduced by nearly 4%, although there is minimal change in the upper quartile in the past 12 months (Metric 6).

5.6% more men received bonuses in 2021 (Metric 3) and bonuses paid to men were higher (Metrics 4 & 5). This corresponds with more men in senior roles and includes commission payments linked to business development roles, of which 75% are held by men.

Actions

We have continued to focus on female places across our training programmes, continuing with our graduate and apprenticeship schemes have a 79% female cohort, targeting the lower quartile. We have also continued our leadership development programme and launched our MBA senior leadership programme with a 59% female cohort across these programmes we hope to attract and encourage more women into senior management roles.

We plan to introduce broad banding structures for various roles within the middle quartiles in 2021 and drive awareness of pay gaps through increased communication to managers specifically around pay review cycles.

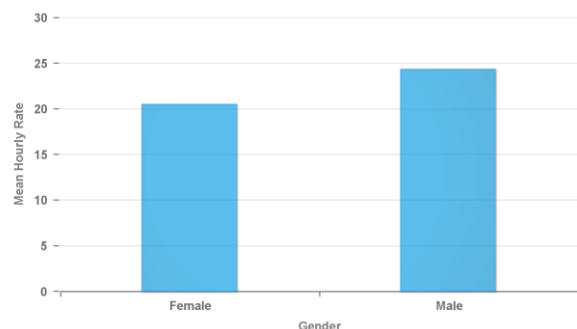
We are continuing our focus and promotion of wellbeing and flexible working to support women moving into senior roles as our workforce remains predominantly female. We have also updated our approach to talent acquisition to further promote inclusivity and encourage applications from women even where they may not consider that they meet all the requirements of the role, which is a well reported barrier for career progression in women.

Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	962
Male	524
Total	1,486

Gender	Mean Hourly Rate
Female	20.45
Male	24.31
Mean Average	21.81

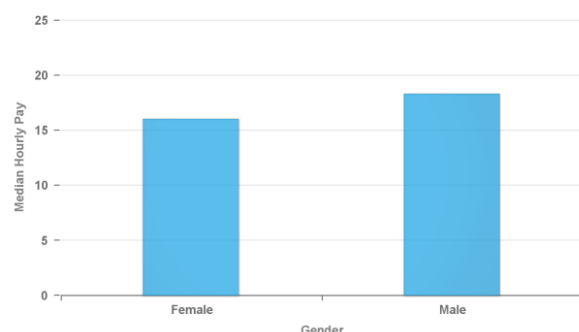
Female MHR: 20.45
 Male MHR: 24.31
 Female MHR Difference: 3.86
 Mean GPG Hourly Rate %: 15.88%



Metric 2: Median Gender Pay Gap in Hourly Pay

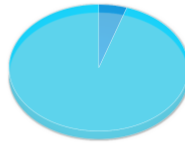
Gender	Median Hourly Pay
Female	15.97
Male	18.25
Average	17.03

Female MedianHR: 15.97
 Male MedianHR: 18.25
 Female MedianHR Difference: 2.28
 Median GPG Hourly Rate %: 12.49%

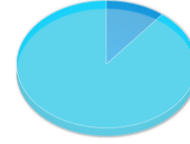


Metric 3: Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	60	1,180	5.08%
Male	62	580	10.69%
Total	122	1,760	6.93%



Proportion Females Receiving Bonus: 5.08%



Proportion Males Receiving Bonus: 10.69%

Metric 4: Mean Bonus Gender Pay Gap

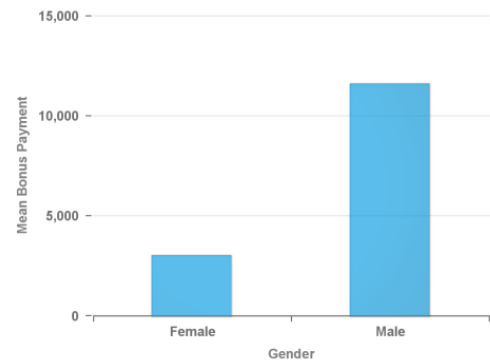
Gender	Mean Bonus Payment
Female	3,005.89
Male	11,571.67
Mean Average	7,358.99

Female Mean Bonus: 3,005.89

Male Mean Bonus: 11,571.67

Female Mean Bonus Difference: 8,565.78

Mean GPG Bonus %: 74.02%



Metric 5: Median Bonus Gender Pay Gap

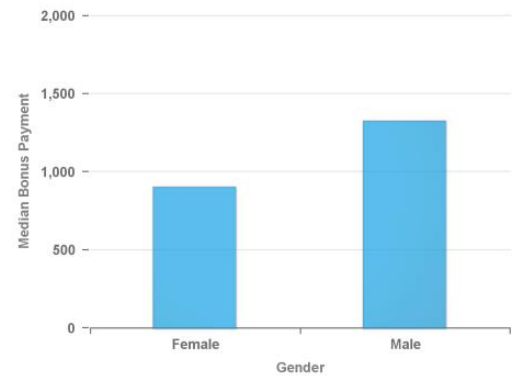
Gender	Median Bonus Payment
Female	900
Male	1,322.75
Average	1,000

Female Median Bonus: 900

Male Median Bonus: 1,322.75

Female Median Bonus Difference: 422.75

Median GPG bonus %: 31.96%



Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	371	295	76	79.51%	20.49%
Lower Middle Quartile	375	243	132	64.8%	35.2%
Upper Middle Quartile	374	207	167	55.35%	44.65%
Upper Quartile	370	220	150	59.46%	40.54%

