Gender Pay Gap Report

August 2026

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Introduction

Health Partners Group Ltd remains dedicated to fostering equality and competitive remuneration for all colleagues. This report compares our gender pay gap figures for April 2025 with those from April 2024, setting out what has changed and the actions we are taking to continue building a fair and inclusive workplace.

Comparison of 2024 and 2025 Figures

For April 2024, women earned £1.04 for every £1 that men earned when comparing median hourly pay. In April 2025, women earned 98p for every £1 that men earned, a median gap of 2.5%. This is an area we will continue to monitor closely.

Women's mean (average) hourly pay is 21.7% lower than men's. Alongside the much narrower median gap, this points to a relatively small number of higher-paid roles held predominantly by men as the main driver of the overall average difference.

Pay Quartiles

Women made up 60.5% of the upper pay quartile in April 2025, close to the 61.0% reported for April 2024, maintaining strong female representation at senior and higher-paid levels.

Across the wider pay distribution, women made up 83.1% of the upper middle quartile, 68.4% of the lower middle quartile, and 79.4% of the lower quartile — reflecting the organisation's predominantly female workforce overall.

Bonus Pay

As bonus pay applies to a relatively small proportion of our workforce, the figures can vary considerably year to year. Women's mean bonus pay remains notably higher than men's, while the median bonus figure moved slightly in men's favour this year. Full bonus pay gap figures are published alongside this report as required.

Key Factors Influencing the Gender Pay Gap

1. **Workforce composition:** A predominantly female workforce across most quartiles, reflecting the wider industry trend.
2. **Specialist and senior roles:** Higher-paid specialist and senior roles are still held predominantly by men, the main driver of the mean pay gaps.
3. **Part-time working patterns:** A higher number of part-time female employees can affect median pay and bonus calculations.

Actions Taken Since April 2025

1. **Leadership and Development Programmes:** Expanded leadership training and mentorship to prepare women for senior roles.
2. **Flexible Working Arrangements:** Continue to support flexible working to support career progression for all employees.
3. **Targeted Recruitment Initiatives:** Refined recruitment to encourage women into well-compensated specialist areas.
4. **Equal Pay Audits:** Conducted regular audits to assess pay across genders in similar roles.
5. **Support for Returners:** Strengthened support for employees returning from career breaks, including maternity leave.
6. **Ongoing Diversity and Inclusion Training:** Continued to provide training for all employees to foster an inclusive culture.

Actions Planned for 2026

Building on this progress, and to better understand this year's movement in the median figures, we will:

1. **Review Bonus Award Practices:** Continue to ensure bonus awards are determined consistently and fairly across roles.
2. **Analyse the Median Pay Movement:** Look more closely at the roles and pay bands behind this year's median hourly pay figure.
3. **Continue Focus on Senior Specialist Roles:** Keep developing women into higher-paying specialist and technical roles.
4. **Strengthen Pay Governance:** Monitor gender pay data more regularly throughout the year, not just annually.
5. **Continue Investment in Flexible Working and Returner Support:** Build on programmes that support women's career progression.

Conclusion

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