



Gender Pay Gap Report

April 2025





GENDER PAY GAP REPORT APRIL 2025

Introduction

Health Partners Group Ltd remains dedicated to fostering equality and competitive remuneration for all colleagues. As we strive for a fair and inclusive workplace, this report compares our gender pay gap figures for April 2024 with those from April 2023, identifying our progress and highlighting opportunities for improvement.

Comparison of 2023 and 2024 Figures

For April 2023, the median gender pay gap was reported at 12%, with women earning 88p for every £1 that men earned. We have made significant strides over the past year, with the latest figures showing women now earning £1.04 for every £1 that men earned when comparing median hourly pay. This is a substantial improvement, reflecting a positive median gender pay gap in favour of women.

Pay Quartiles

From 2023 to 2024, the representation of women in the upper pay quartile has seen a positive shift, with women now constituting 61.0% of employees in the highest paid quarter. The presence of women in the lowest paid quarter remains relatively static indicating a consistent trend and a need to continue to encourage and invest in women's upward mobility within the organisation.

Bonus Pay

The distribution of bonus pay has seen a transformative change. Women's median bonus pay is now 70% higher than men's, a significant reversal from the 50% lower median bonus pay reported in the previous two years. The percentage of women receiving bonus pay has increased to 3.0%, compared with 0.3% of men, suggesting targeted initiatives to reward performance are yielding positive outcomes.

Key Factors Influencing the Gender Pay Gap

The factors influencing our gender pay gap are multifaceted:

1. A predominantly female workforce across various quartiles, which reflects the industry trend.
2. Historically, more men held certain specialist roles with higher pay, contributing to the mean gender pay gap. Efforts are being made to balance this discrepancy.
3. A higher number of part-time female employees can affect median pay calculations, despite their higher median hourly rate.



Actions Taken Since April 2024

Since our last report, we have:

- Enhanced our strategies to encourage women into higher-paying specialist and technical roles.
- Continuously improved our recruitment processes to promote inclusivity.
- Kept a close watch on gender-related data to inform our diversity and inclusion strategies.
- Expanded apprenticeship opportunities to benefit a broader employee demographic.

Actions Planned for 2025 to Improve the Mean Gender Pay Gap

Building on the progress made thus far, Health Partners Group Ltd has outlined a series of actions for the upcoming year aimed at further reducing the mean gender pay gap:

1. **Leadership and Development Programmes:** We will introduce and expand leadership training and mentorship programmes specifically designed to prepare women for senior roles within our organisation, addressing the underrepresentation of women in higher-paying positions.
2. **Flexible Working Arrangements:** We will continue to promote flexible working arrangements that enable all employees, particularly women who may have caregiving responsibilities, to progress in their careers without being constrained by traditional working patterns.
3. **Targeted Recruitment Initiatives:** We will refine our recruitment initiatives to actively seek out and encourage women to apply for roles in well-compensated specialist areas where they are currently underrepresented.
4. **Part-Time and Job Share Opportunities:** We will review and potentially expand part-time, and job share opportunities in higher-paid roles, to ensure that choosing flexible or reduced hours does not inherently limit an individual's earning potential within our organisation.
5. **Equal Pay Audits:** We will conduct regular equal pay audits to assess and address any disparities in pay across genders in similar roles and levels of responsibility.
6. **Support for Returners:** We will introduce or strengthen support programmes for individuals returning to work after career breaks, such as those returning from maternity leave, to aid them in transitioning back into their careers without disadvantage.
7. **Ongoing Diversity and Inclusion Training:** We will continue to provide comprehensive diversity and inclusion training for all employees, to foster an inclusive culture where women are supported and encouraged to pursue high-paying roles.

By implementing these actions in 2025, Health Partners Group Ltd aims to demonstrate a tangible commitment to gender pay equity, ensuring that our progress is sustained and that we move closer to reducing the mean gender pay gap within our organisation.

Conclusion

The progress seen in this year's report is encouraging, particularly in reversing the median pay gap and improving bonus pay equity. While the mean gender pay gap still requires attention, the initiatives we have introduced are showing positive results. Health Partners Group Ltd remains unwavering in its commitment to gender pay equity and will persist in our efforts to ensure that our workforce is rewarded fairly, regardless of gender.