

InHealth Intelligence Ltd

Gender Pay Report

1st April 2021 to 31st March 2022

Overview

77% of our staff are female and the mean average gender pay gap of 21.3% (Metric 1) has decreased 12.7% compared to the previous year. However, the median average gender pay gap had a slight increase of 2.3% to 11.2% (Metric 2). The proportion of women in the lower middle pay quartile increased 4.9% with a slight reduction in the upper middle and upper pay quartile (Metric 6).

The proportion of females receiving a bonus payment increased from the previous year to 3.1%, however the proportion of males receiving a bonus payment had a greater increase to 5.8% (Metric 3). Fewer men received a bonus but the bonus payments were higher resulting in a bonus gap of 81.6% (Metric 4). This is due to the greater proportion of men in more senior positions (Metric 6) where the bonus payments are higher.

Actions

We aim to continue to close the gender pay gap, improve gender equality and ensure all our staff can fulfil their career aspirations.

We will continue to encourage our staff to develop their careers whilst at InHealth Intelligence, including a focus on female places, through our training programmes, graduate and apprenticeship schemes, leadership development programme and MBA senior leadership programme. Developing staff to progress within InHealth Intelligence to move through the lower to upper pay quartiles.

We are planning to grow our learning and development reach by launching a new dedicated webpage, to better inform staff with visibility of career pathways and specialist training academies. We are also planning to launch a mentoring programme which will have focus on female mentors and mentees, to support more women to develop into leadership positions. We plan to continue growing our organisation and create more opportunities for career progression for internal candidates.

We are planning to launch new systems and technologies such as robotic processing to help alleviate administrative tasks from staff in the lower quartiles which allows for more opportunities for learning and development and therefore career progression.

We are planning to introduce broad banding into some of our lower/middle pay quartile roles which allows for further progression and training. Pay for these bandings will be reviewed at our annual pay review driving awareness of pay gaps through communication to managers and staff. We have also improved our team structures adding Senior and Deputy roles to posts also allowing for progression.

We will continue to focus on staff wellbeing and are planning to enhance our wellbeing support package to ensure a sustainable wellbeing culture that encourages everyone to bring their best self to work, including promoting flexible working, employee healthcare support, mental health support and enhanced menopause support, creating a dedicated policy. All of these wellbeing initiatives aim to support women to facilitate successful careers at InHealth Intelligence.

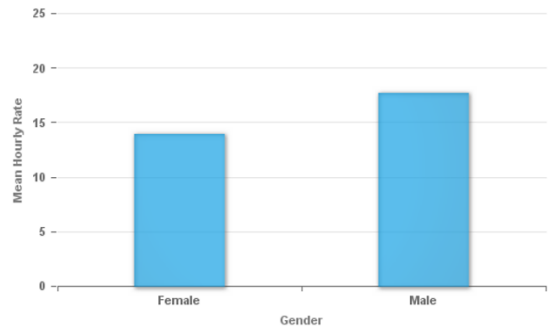
We are committed to improving Equality, Diversity and Inclusion at InHealth Intelligence and will continue to review ways to improve gender equality. We have a dedicated staff forum and are planning to create a full strategy to drive change and improve inclusion. We will continue our inclusive approach to talent acquisition 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. We are also planning to review ways to increase job flexibility such as offering term time contracts for clinical staff.

Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	495
Male	146
Total	641

Gender	Mean Hourly Rate
Female	13.91
Male	17.67
Mean Average	14.77

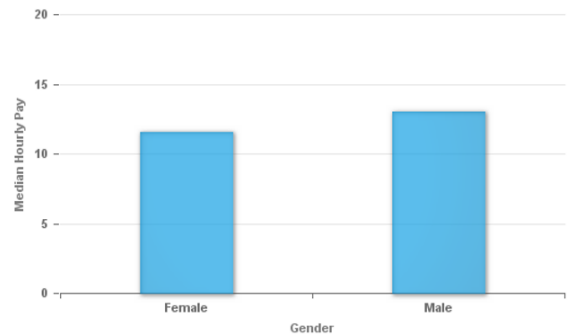
Female MHR: 13.91
 Male MHR: 17.67
 Female MHR Difference: 3.76
 Mean GPG Hourly Rate %: 21.3%



Metric 2: Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Pay
Female	11.58
Male	13.05
Average	11.96

Female MedianHR: 11.58
 Male MedianHR: 13.05
 Female MedianHR Difference: 1.47
 Median GPG Hourly Rate %: 11.2%



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

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	17	546	3.1%
Male	9	155	5.8%
Total	26	701	3.7%



Proportion Females Receiving Bonus: 3.1%

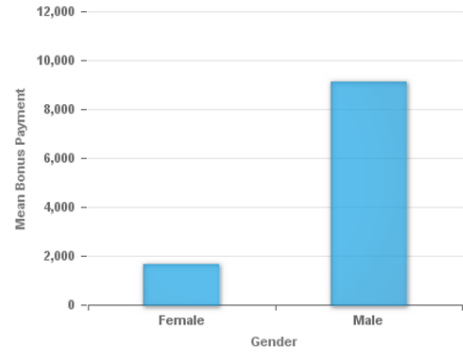


Proportion Males Receiving Bonus: 5.8%

Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	1678.10
Male	9140.32
Mean Average	4261.18

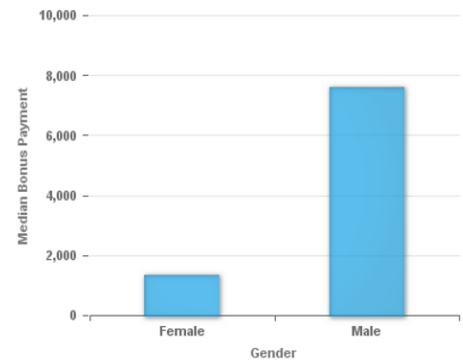
Female Mean Bonus: 1,678.1
 Male Mean Bonus: 9,140.32
 Female Mean Bonus Difference: 7,462.21
 Mean GPG Bonus %: 81.6%



Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	1333.36
Male	7607.72
Average	2000.04

Female Median Bonus: 1,333.36
 Male Median Bonus: 7,607.72
 Female Median Bonus Difference: 6,274.36
 Median GPG bonus %: 82.5%



Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	170	143	27	84.1%	15.9%
Lower Middle Quartile	175	146	29	83.4%	16.6%
Upper Middle Quartile	172	135	37	78.5%	21.5%
Upper Quartile	161	107	54	66.5%	33.5%