

Statement of Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual colleagues' data.

We are required to publish the results on our own website as well as a government website within one calendar year of 5th April 2021.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender; we established this by using our existing payroll records.

The results concluded the following results:

Total distribution of male and female colleagues by hourly pay quartile	Lower	Low Middle	Upper Middle	Upper
Female	77%	80%	74%	69%
Male	23%	20%	26%	31%

	Full Pay Colleagues
Mean Hourly Pay Differences	14.68% in favour of the male workforce.
Median Hourly Pay Differences	8.81% in favour of the male workforce.

Horder Healthcare is a small organisation, and at the snapshot date our female colleagues made up 75% of the total workforce, this means that changes within the workforce impact the gender pay gap significantly.

At the time of publishing 1 out of our 5 executive colleagues, including the CEO, were male. This plus the high proportion of females employed by Horder Healthcare in lower quartile roles, has had a significant impact on the gender pay gap reportable figures.

To be able to understand and reduce the gender pay gap, Horder Healthcare has made the following plans and taken the action detailed below:

1. We have introduced Agenda for Change to ensure fairness and consistency for all roles at Horder Healthcare.
2. In order to upskill our current management population and encourage the development of all colleagues, including those wanting to become managers, we will be launching several development programmes. All development opportunities are open to all colleagues regardless of gender.
3. We are part of an external collective, comparing the salaries of clinical and non-clinical roles to other independent healthcare organisations to ensure our pay structure is competitive and fair.

I, Richard Tyler, confirm the information produced on behalf of Horder Healthcare, regarding its' Gender Pay Gap as at 5th April 2021, is accurate to the best of my knowledge.

Signed:

A handwritten signature in black ink that reads "Richard Tyler". The signature is written in a cursive style with a large initial 'R' and a long horizontal stroke.