



Gender Pay Gap Report

2018



Operations Director Statement

At Speed Medical we whole heartedly support the gender pay gap review and welcome the legislation.

Equality within the workplace is something we have always taken seriously.

We have continuously taken steps to ensure gender equality is a central focus of day to day life here at Speed Medical and it is extremely encouraging to see that these steps have impacted positively on the results of this report and are reflected in the numbers throughout.

There is however, more work to be done and we will continue in our commitment towards ensuring equality within the workplace.

Susan Henry, Operations Director

A handwritten signature in black ink, appearing to read 'Susan Henry'. The signature is fluid and cursive.

Gender Pay Gap 2018

What is a gender pay gap report?

In 2018, the government announced that all employers in the UK employing 250 employees or more were required to publish pay gap data each year.

The report shows the difference in average pay between all men and women within an organisation regardless of seniority. A gender pay gap will usually arise when there are more male employees within senior or higher paid roles and vice versa.

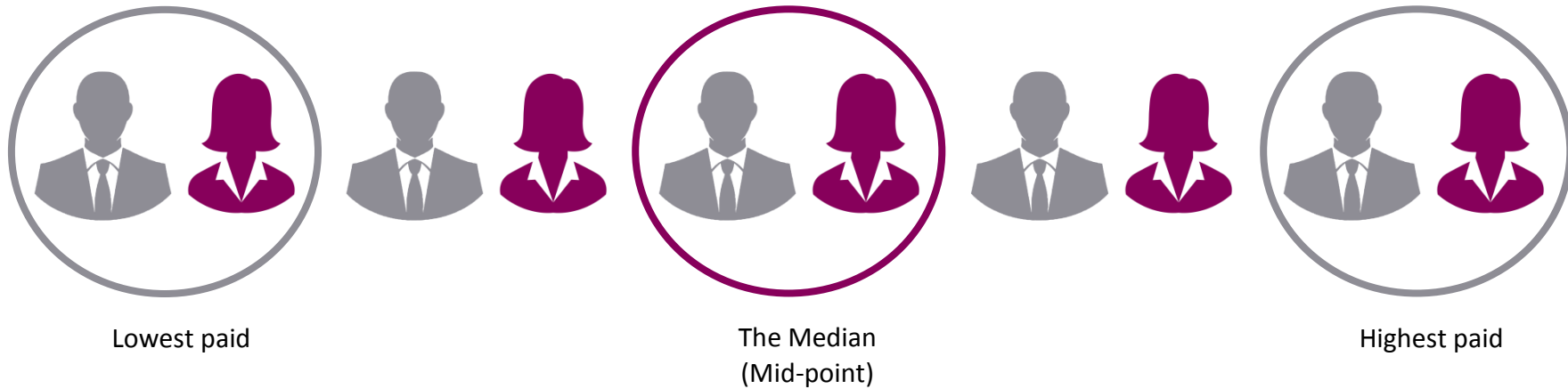
The gender pay gap is not the same as equal pay. Equal pay is about ensuring that men and women are paid the same for work of equal value.

What must the report include?

1. The mean and median gender pay gap – based on an hourly rate of pay
2. The mean and median bonus gender pay gap
3. The proportion of men and women receiving a bonus payment
4. The men and women within each pay band (quartile)

Mean and median explained

Median Mid-Point



Mean Average

Total sum of male hourly rates
divided by



Total number of male employees

VS

Total sum of female hourly rates
divided by



Total number of female employees

Speed Medical Results 2018

Gender split

In April 2018 we employed 289 men and women across the business. This is broken down as below:



66%



34%

Gender pay gap

This is the difference between the hourly rates of pay for the period inclusive of 5th April 2018.

These figures include every person employed by Speed Medical regardless of role or seniority.

Our gender pay gap analysis shows that:



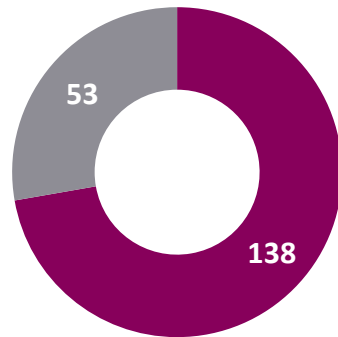
The **median** pay for female employees is 3.1% higher than male employees



The **mean** pay for male employees is 18.3% higher than female employees

Bonus pay – who received a bonus?

Of all employees 191 received a bonus in the 12 months to 5th April 2018.



72.3%



54.1%

Bonus gender pay gap

The median and mean difference in bonus pay between male and female employees.



The **median** bonus pay for male employees is 0.4% higher than female employees

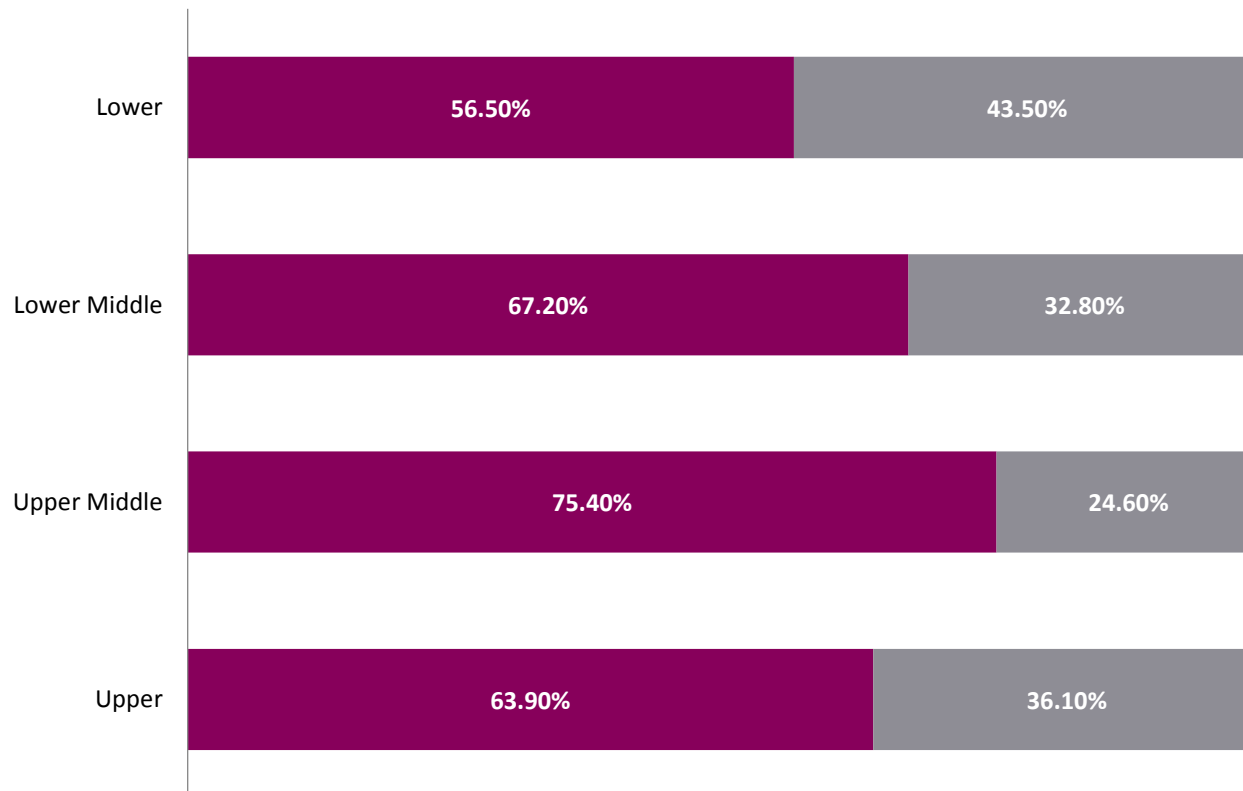


The **mean** bonus pay for male employees is 82.8% higher than female employees

Proportion within each quartile

By dividing the range of salaries into four equal bands, we are able to better visualise the average pay across each gender.

The graph shows the quantity of female (purple) and male (grey) employees within each quartile.



2019 and Beyond

2018 has provided extremely encouraging results and 2019 will see our continued effort towards promoting equality amongst all employees:

- We are committed to you and will continue to put you first as demonstrated by the Investors in People Gold standard award that we currently hold.
- We will continue to support you through additional training and where practical will offer opportunities to further broaden your skills.
- Where possible, we will continue to offer opportunities for progression and promotion.
- We will continue to review and amend our recruitment process, if necessary, to ensure we are employing the most suitable and best placed candidates.
- Equality will remain central to our values “We are one team – unified – with one vision and all work together to achieve it”.
- We will continue to build a culture of inclusion and encourage you to voice your opinions and provide feedback.

Improving equality within the workplace will forever be an ongoing task, one that will remain at the forefront of our agenda here at Speed Medical.