

Gender Pay Report 2023

Ashfield Healthcare Limited

Ashfield Healthcare Limited, an employing company of Inizio Engage, remains committed to diversity and inclusion in all aspects of employment.

What is the gender pay gap?

The gender pay gap is the difference in average hourly pay between men and women, irrespective of role or seniority, expressed as a percentage of men's average earnings.

Is the gender pay gap the same as equal pay?

No, the gender pay gap is different from equal pay. Employers must pay men and women equally for the same work or work of equal value. We are confident that we pay men and women equally for doing the same or equivalent work.

Why is Ashfield Healthcare Limited reporting its gender pay data?

Companies with over 250 employees in England, Scotland and Wales are required to report their gender pay and bonus data on an annual basis.

What data must be reported?

Mean gender pay gap – the difference between average hourly earnings of men and women as of 5 April 2023.

Median gender pay gap – the difference between midpoints in the ranges of hourly earnings of men and women as of 5 April 2023.

Mean bonus pay gap - the difference between average bonus pay paid to men and women in the 12 months up to 5 April 2023.

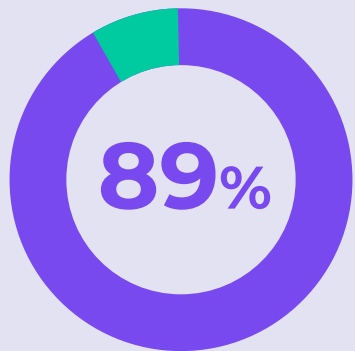
Median bonus pay gap - the difference between midpoints in the ranges of bonus pay paid to men and women in the 12 months up to 5 April 2023.

Proportion of male and female employees paid a bonus in the 12 months up to 5 April 2023.

Pay quartiles gender split showing the pay rates from the lowest to the highest, in four equal size groups, with the percentage of men and women in each quartile.

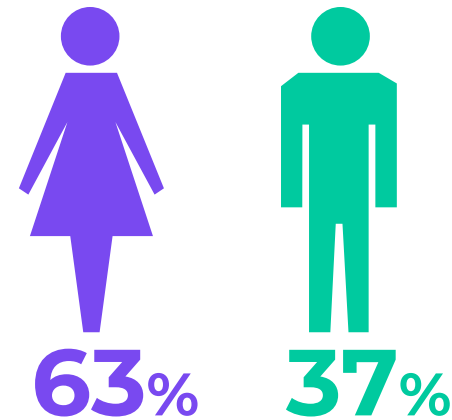
Can Ashfield Healthcare Limited's data be compared against a UK average?

Yes, the UK median gender pay gap for all employees is currently 14.3% (Office for National Statistics). The median indicates the 'typical' situation across a workforce and is not distorted by high or low rates of pay (unlike the mean average). This is why the median is considered to be the most accurate benchmark.

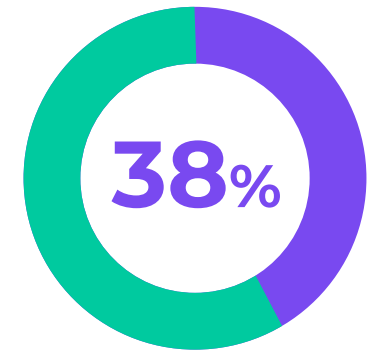


Employee Engagement Survey

89% of participants believe they work in an environment that treats people with respect, regardless of gender



Our workforce is approximately **63% female** and **37% male**. On 5 April 2023 we had 432 employees, consisting of 274 women and 158 men.



38% of our 50 highest paid employees are female. Two thirds of the Senior Leadership Team are female.

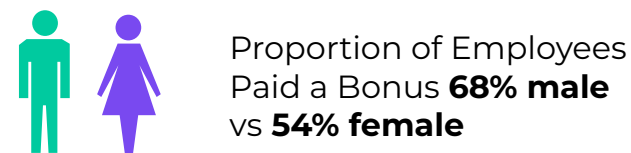
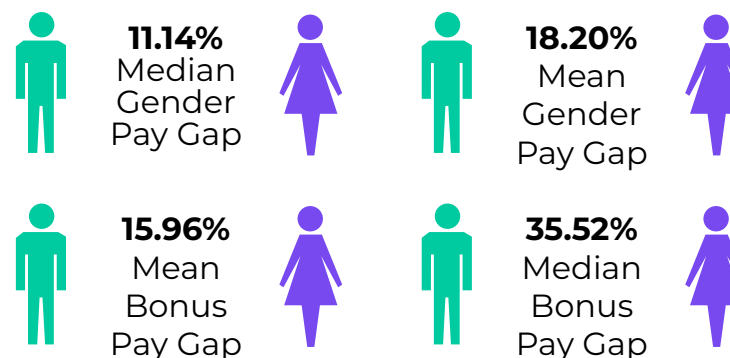
Our median gender pay gap of **11.14%** is lower than the UK median gender pay gap measuring both full time and part time employees.

An element of our current gender pay gap can be explained by the fact that the majority of our workforce are female, and that 85.8% of females make pension contributions via salary sacrifice versus 76% of males this artificially reducing the base pay for females.

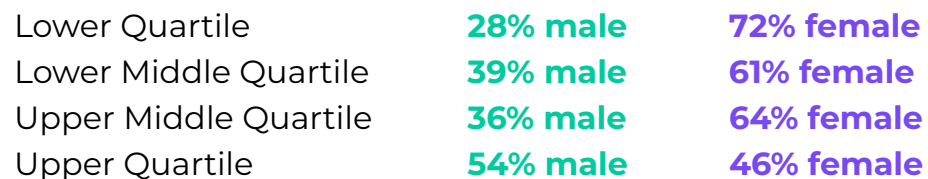
In general, we have a much larger population of females in the business in the lower paid positions compared to males. We are working to eradicate this through the introduction of family friendly policies encouraging females to return to work following the birth of a child for example. Our Upper quartile is more evenly split with a comparable balance between male versus females (46% female v 54% male). Our lower quartile population is heavily weighted by our much larger female population (72%).

Disappointingly the largest discrepancy for us during this return is due to one particular piece of client-controlled business whereby salaries would have been outside of our control as a service provider, and this piece of business is no longer with us. Had this business not been awarded we would have been more in line with previous returns and a much-reduced gender pay gap. We also have senior leadership roles working for our parent company employed out of our legal entity and when removing those 15 roles, the median pay gap reduces to 10.59% which is a much truer reflection of our core business, the way we operate and our cultural beliefs.

Other calculations: Ashfield Healthcare Limited



Pay Quartiles Gender Split



How Ashfield Healthcare Limited is Addressing the Gender Pay Gap

Ashfield Healthcare Limited, an employing company of Inizio Engage is committed to equal opportunities for all our employees regardless of gender. Maintaining an environment where all our employees have access to the same opportunities is very important to us. We will continue to support this approach through attracting a diverse pool of candidates and selecting the right applicant through fair and balanced processes. Role Profiles include our company values and equal opportunities pledge. Hiring managers are coached by our expert recruiters to ensure unconscious bias is eradicated, and all employees are required to undertake 'values' training, and read, understand, and abide by our Code of Ethics.



Our Parent, Inizio provide us with the tools to educate and train all employees within our business. We are also supported through focussed training on Diversity, Equity and Inclusion, and education and development of our culture through DEI Business Employee Resource Groups. Our Employee Value Proposition, also known as our People Promises focus acutely on creating a safe environment and a caring and supportive culture where we can all thrive.

We have focussed more recently on adapting our Family Friendly Policies, such as our Flexible Working Policy, and our Maternity and Paternity Policies, to support working parents both return to work and continue to stay at work. Since the pandemic we have also witnessed an increase in the ability to work remotely and we support this through our Hybrid Working Policy for office-based colleagues allowing further flexibility.