

Gender Pay Gap

2018-19 reporting for Ascenti Physio Ltd

Overview

We are a progressive organisation and are committed to promoting a fair and inclusive workplace. As a company with over 250 employees, we are required to report annually on our gender pay gap. This report covers the third year of reporting under gender pay gap legislation, with the snapshot date being 5 April 2019. We are pleased to report a significant reduction in our median gender pay gap compared with last year's report.

Employee groupings

Our Ascenti Physio staff are divided into three main groups – Government Services, Physiotherapy and Administration. On 5 April 2019 the workforce comprised the following:

Table 1: workforce composition	Government services	Physiotherapy	Administration	Overall
Males	20%	51%	32%	39%
Females	80%	49%	68%	61%

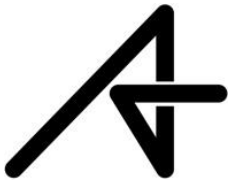
Headline figures

Data based on comparison of gross hourly rates of pay taken on 5 April 2019, with 2017 and 2018 figures included for comparison:

Table 2: headline figures	April 2017	April 2018	April 2019
Mean gender pay gap	7.4%	8.2%	8.6%
Median gender pay gap	7.6%	13.4%	2.3%
Mean gender bonus gap	39.2%	-20.6%	47.2%
Median gender bonus gap	46%	-142.1%	38.1%
% females who received a bonus in the 12 months to the snapshot date	60.9%	46.3%	43.2%
% males who received a bonus in the 12 months to the snapshot date	36.3%	47.6%	25.6%

Snapshot of gross hourly rates of pay taken on 5 April 2019, divided into quartiles, with 2017 and 2018 figures included for comparison:

Table 3: pay quartiles	April 2017		April 2018		April 2019	
	Females	Males	Females	Males	Females	Males
Upper quartile	49%	51%	55%	45%	53%	47%
Upper-mid quartile	50%	50%	47%	53%	58%	42%
Lower-mid quartile	46%	54%	62%	38%	59%	41%
Lower quartile	66%	34%	60%	40%	63%	37%



Commentary and analysis

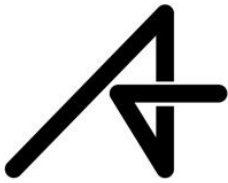
- Our headline figure of mean gender pay gap is very similar to 2018, increasing slightly from 8.2% to 8.6%. A key driver of this will be the increase in the proportion of males (from 15% to 20%) in the Government Services network.
- As noted in the introduction, we are pleased to note that the median gap has decreased significantly from 13.4% to 2.3%, which is accompanied by a large increase in the proportion of females in the upper-mid pay quartile.
- Following improvements to how we structure our pay components on our systems (namely that payments that would be better categorised as overtime are no longer included in bonus calculations), the bonus gap has reverted back to be broadly similar to 2017 levels.
- A key contributor to the bonus gap is the frequent small and ad hoc bonuses in our Government Services network which is a predominantly female workforce (see table 1 above).
- The percentage of females in the upper quartile has remained consistent, reducing slightly from 55% to 53%, but the number of females in the upper-mid quartile has increased by 8%.

The Ascenti Group

The Ascenti Group is comprised of various smaller group companies. Due to the legacy of being separate organisations and how our employee data is divided, our formal reporting is limited to our larger employee group, Ascenti Physio only. However, we continue to complete analysis across the group and the pay gap data for the Ascenti Group combined for April 2019 is as follows (with 2018 figures included for comparison):

Table 4: headline figures (Ascenti Group)	April 2018	April 2019
Mean gender pay gap	11.2%	13.5%
Median gender pay gap	17.8%	15.3%
Mean gender bonus gap	3.6%	49.9%
Median gender bonus gap	-30.62%	31.1%
% females who received a bonus in the 12 months to the snapshot date	61.7%	44.8%
% males who received a bonus in the 12 months to the snapshot date	55.2%	27.5%

Table 5: pay quartiles (Ascenti Group)	April 2018		April 2019	
	Females	Males	Females	Males
Upper quartile	55%	45%	54%	46%
Upper-mid quartile	49%	51%	58%	42%
Lower-mid quartile	62%	38%	64%	36%
Lower quartile	75%	25%	72%	28%



Our commitment to gender equality

We promote on merit and are firmly committed to equality and fairness of pay across our diverse roles.

We are always looking for ways to improve and this includes a range of initiatives, for example:

- In last year's update 80% of staff were assigned to a pay grade, this has now been extended to all staff on Ascenti terms and conditions, which will ensure fairness of pay across comparable roles. We have also rolled out standardised interview forms including set questions and a scoring matrix, to ensure internal and external recruitment is fair and consistent. Further to this, we ensure that staff groups who transfer to us via TUPE arrangements are paid and rewarded fairly and in line with our wider business operations.
- Staff in our Government Services and Physiotherapy networks have specific banding structures in place to enable them to progress to senior roles, with objective promotion criteria in place to ensure consistency.
- We hold regular Staff Engagement Forums with representatives from across the company and run an annual staff survey, to listen to the views of colleagues on a range of matters including equality and diversity. This also enables us to track our progress and the impact of the steps we are taking.
- Our Equality, Diversity and Inclusion Committee has been running since October 2018, meeting on a quarterly basis and involving representatives across the business at all levels. The committee works on a range of matters including gender equality.
- We are working to develop a family friendly culture at Ascenti that rewards female employees – examples of this would be our initiatives to support clinicians returning to practice and our flexible working policies.

Declaration

I confirm that the calculations featured in this report are accurate.

Stephanie Dobrikova
CEO, Ascenti