

Gender Pay Gap

2019-20 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 2020.

Employee groupings

Our Ascenti Physio staff are divided into three main groups – Government Services, Physiotherapy and Administration. On 5 April 2020 the workforce comprised the following:

Table 1: workforce composition	Government services	Physiotherapy	Administration	Overall
Males	16%	46%	37%	34%
Females	84%	54%	63%	66%

Headline figures for Ascenti Physio Ltd

This data covers the Ascenti Physio workforce, 274 of whom were in scope for reporting for 2020. Data based on comparison of gross hourly rates of pay taken on 5 April 2020, with 2018 and 2019 figures included for comparison:

Table 2: headline figures	April 2018	April 2019	April 2020
Mean gender pay gap	8.2%	8.6%	10.8%
Median gender pay gap	13.4%	2.3%	0.6%
Mean gender bonus gap	-20.6%	47.2%	-16.83%
Median gender bonus gap	-142.1%	38.1%	-95.69%
% females who received a bonus in the 12 months to the snapshot date	46.3%	43.2%	58.6%
% males who received a bonus in the 12 months to the snapshot date	47.6%	25.6%	67.5%

Snapshot of gross hourly rates of pay taken on 5 April 2020, divided into quartiles, with 2018 and 2019 figures included for comparison:

Table 3: pay quartiles	April 2018		April 2019		April 2020	
	Females	Males	Females	Males	Females	Males
Upper quartile	55%	45%	53%	47%	58%	42%
Upper-mid quartile	47%	53%	58%	42%	71%	29%
Lower-mid quartile	62%	38%	59%	41%	65%	35%
Lower quartile	60%	40%	63%	37%	72%	28%

Commentary and analysis of Ascenti Physio gender pay gap reporting

- The reporting period of April 2020 is the same month that we started making use of the Coronavirus Job Retention (furlough) scheme. This resulted in a significant number of physiotherapists and administrative staff not being in scope for the calculations, as employees on furlough are classed as “non-full pay relevant” for the purposes of gender pay gap reporting.
- The headline figure of mean gender pay gap has increased from 8.6% in 2019 to 10.8% in 2020.
- The median pay gap has reduced for the third year in succession and is now just above zero (0.6%).
- The gender split across the workforce is now 66% female and 34% male, compared to 61% and 39% last year. This has resulted in the proportion of females in all pay quartiles increasing, though it is notable that the upper-mid quartile is now 71% female, up from 58% the year before and 47% in 2018 and is a key factor in the reduction of the median gap.

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 voluntary analysis across the group and the pay gap data for the Ascenti Group combined for April 2020 is as follows (with 2018 and 2019 figures included for comparison):

Table 4: headline figures (Ascenti Group)	April 2018	April 2019	April 2020
Mean gender pay gap	11.2%	13.5%	15.2%
Median gender pay gap	17.8%	15.3%	8.15%
Mean gender bonus gap	3.6%	49.9%	-10.53%
Median gender bonus gap	-30.62%	31.1%	-84.8%
% females who received a bonus in the 12 months to the snapshot date	61.7%	44.8%	57.0%
% males who received a bonus in the 12 months to the snapshot date	55.2%	27.5%	64.8%

Table 5: pay quartiles (Ascenti Group)	April 2018		April 2019		April 2020	
	Females	Males	Females	Males	Females	Males
Upper quartile	55%	45%	54%	46%	55%	45%
Upper-mid quartile	49%	51%	58%	42%	73%	27%
Lower-mid quartile	62%	38%	64%	36%	63%	37%
Lower quartile	75%	25%	72%	28%	80%	20%

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.

A handwritten signature in black ink, appearing to read 'Stephanie Dobrikova', written in a cursive style.

Stephanie Dobrikova
CEO, Ascenti