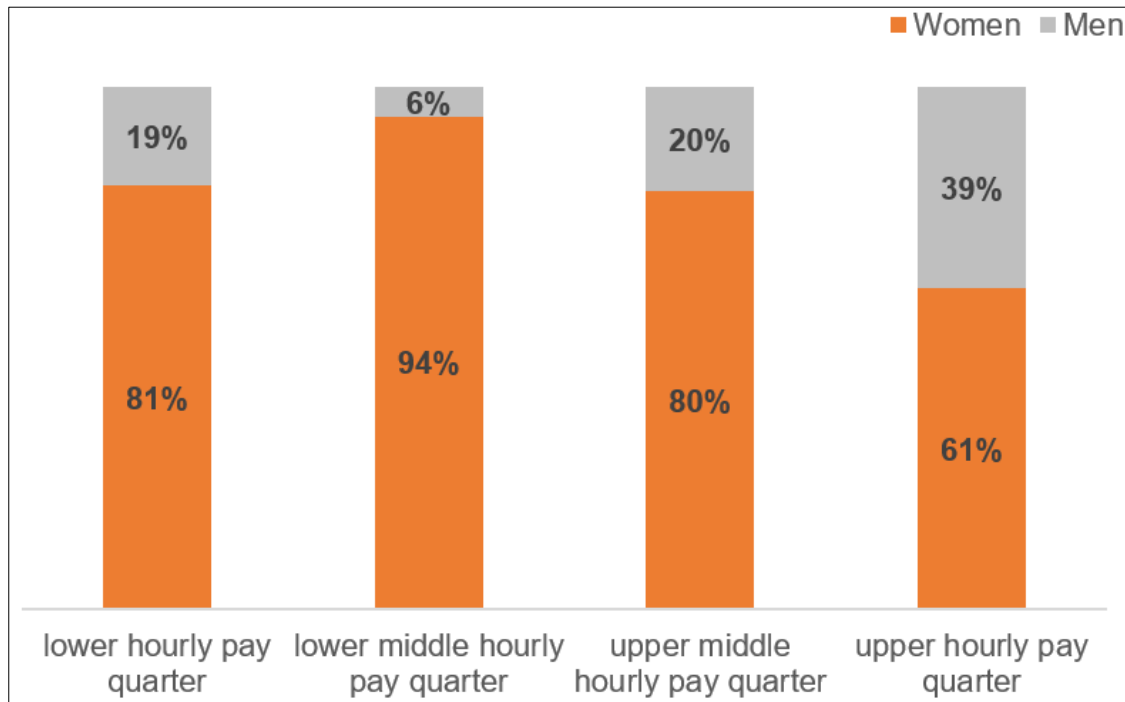


Gender Pay Gap Report 2023/2024 Written Statement: SW Healthcare

At SW Healthcare, we believe in promoting equality and diversity in our workplace, and we are committed to paying all individuals fairly and equitably based on their skills, experience, and contributions. We are pleased to share our gender pay gap report for the year 2023/2024, as part of our ongoing efforts to ensure transparency and fairness in our pay practices.

Women occupy 71% of the highest-paid jobs and 88% of the lowest-paid jobs in our organisation.



About Pay Quarters

Upper	Bands 8C to 9
Upper Middle	Bands 7 to 8B
Lower Middle	Bands 4 to 6
Lower	Bands 1-3

These bands are SW Healthcare Banding Structures, reviewed against NHS Agenda for Change Pay Structures.

SW Healthcare Report

Our report shows a 7.8% (mean) gender pay gap, which is lower than the national average of 14.3%. The median average data shows a (-1.1%) gender pay gap, meaning women on average are paid 1.1p more than men.

This pay gap contrasts the NHS England figures, where the mean pay gap was 14.7%, and the median pay gap was 14% in 2022.

SW Healthcare Mean	7.8%
NHSE Mean 2022	14.7%
National Average Mean	14.3%
SW Healthcare Median	-1.1%
NHSE Median 2022	14%
National Average Median	7.7%

In the absence of the NHSE 2023 gender pay report, the data from the above is notable because it shows that SW Healthcare has a significantly lower gender pay gap compared to both the NHS England (2022) figures and the national average (2023). The mean gender pay gap for SW Healthcare is only 7.8%, which is significantly lower than the NHS England (2022) mean of 14.7% and the national average (2023) mean of 14.3%. This means that, on average, women in SW Healthcare are paid much closer to their male counterparts than the national average.

In addition, the median gender pay gap for SW Healthcare is in negative (-1.1%), and the percentage of men and women who received bonus pay as eligible was 10% and 9% respectively. The mean and median gender pay gap for bonus pay was at 0%. meaning that women on average are paid slightly more than men. This positive result suggests that SW Healthcare is taking proactive steps to address gender inequality in the workplace, resulting in a more equitable and inclusive work environment for all employees.

One issue with the SW Healthcare data is that the workplace has a higher proportion of women than men, which shows that the average data calculated using the mean method results in a smaller sample size for men than women. Additionally, since men are more likely to be employed in the second upper quarter than any other quarter, this can skew the overall sample size in favour of the second upper quarter and result in an imbalanced pay representation for all other quarters.

Employment Demographic

SW Healthcare	79% Women	21% Men
NHSE	67.8% Women	31.3% Men
UK Demographic	51% Women	49% Men

In the absence of NHSE 2023 gender pay gap report, data from 2022 is considered for the purpose of the narrative. NHSE (2022) show employment rates of 67.8% for women and 32.2% for men. SW Healthcare's workforce demographic shows a 79% employment rate for women and 21% for men. The UK population's demographics (2023) show that women and girls make up 51% of the population and 49% men and boys. The employment demographic data is notable because it shows that SW Healthcare has a higher proportion of women employees compared to the national average and NHSE. This suggests that SW Healthcare has been successful in promoting diversity and gender equality in its workplace.

Reducing the Gap

We continue to conduct a thorough review of our pay practices to identify any areas of unintended gender bias, including the following measures:

- Conducting a comprehensive examination of our compensation practices to detect and rectify any instances of not deliberate gender bias.
- Offering training and growth avenues to all team members to support their career advancement and enhance their earnings prospects.
- Championing diversity in our recruitment and advancement processes to secure equitable opportunities for all individuals to progress within our organisation.
- Expanding our inclusive recruitment and talent management strategies, building upon existing specialised support programmes.
- Rethinking our approaches to work arrangements, providing employees with increased flexibility to fulfil their responsibilities while managing personal commitments.
- Promoting and revising our policies on Flexible Working and Shared Parental Leave.
- Ensuring transparency in promotion, compensation, and rewards processes, including implementing an internal Expression of Interest mechanism for easy access to opportunities.
- Collaborating with local communities to facilitate access to job openings and cultivate a sustainable, diverse workforce within SW Healthcare.
- Relaunching our apprenticeship initiatives to fortify our future talent pipeline and cultivate a workforce that mirrors the communities we serve.
- Enhancing line manager proficiency in people policies to foster a sense of belonging and support staff retention.

We believe that by taking these steps, we can reduce our gender pay gap and create a more inclusive and equitable workplace for all of our employees.

Thank you for your continued support and commitment to our shared values.

Sincerely,

Claire Goodall

CEO

SW Healthcare Limited

PS –Rosie Campbell the registered person to report gender pay gap information for the employer is currently on Maternity Leave.