

Gender Pay Gap Report 2021



INTRODUCTION

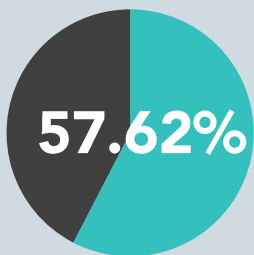
Employers with 250 or more employees must calculate figures comparing men and women's average pay across the organisation. This is known as the gender pay gap and is calculated as the percentage difference between average hourly earnings for men and women. It is important to note that the gender pay gap is different to equal pay, which looks at salaries for jobs with the same or similar responsibilities.

Tunstall Healthcare UK is committed to being a Living Wage Employer. A high proportion of our manufacturing and Response Centre colleagues are covered by negotiated pay bargaining agreements under which all female colleagues are paid the same pay rate as their male colleagues.

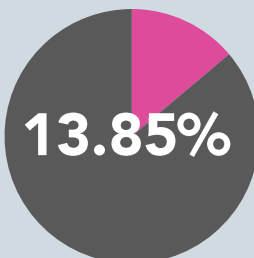
The following results represent the pay data for all workers within Tunstall Healthcare UK from the pay period of April 2020 for the mean and median pay calculations. The bonus calculations are based on the full year May 2019 to April 2020.

PAY AND BONUS GAP

| | Mean (average) | Median (mid-point) |
|------------|----------------|--------------------|
| Hourly pay | 31.25% | 37.41% |
| Bonus | -48.61% | -304.35% |



Proportion of Males receiving bonus payment*



Proportion of Females receiving bonus payment*

Proportion of men and women in each pay quartile

Female Male

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



*versus males/females not receiving a bonus – not against overall workers figures

ANALYSIS OF TUNSTALL'S GENDER PAY GAP

Year on year comparison hourly rates

The mean hourly rate for males has slightly increased on 2019 whilst it has slightly decreased for females resulting in a slightly higher percentage gap for 2020 (31.25%) compared to 2019 (30.54%). This increase has been mainly driven by volume of recruitment into technical roles (I & D) for which the candidate pool is dominated by males.

The median hourly rate has increased for both males and females but proportionally more for males, resulting in a higher percentage gap for 2020 (37.41%) compared to 2019 (34.89%). Again, this is as a result of a recruitment drive focussing on technical roles.

81.2% of colleagues in the top pay bracket at Tunstall Healthcare UK are men while 79.85% of colleagues in the lowest pay bracket are female.

We have undertaken a thorough review of our pay by job band and are confident this gap is as a result of the workforce distribution rather than any equal pay issues, regardless we are committed to taking robust action to reduce the gap in future years.

Year on year comparison bonus payments

The mean bonus pay figure is significantly higher than 2019 for males (176% increase) and females (899% increase). This significant increase for females is due to far fewer females in more senior higher paid roles receiving bonus. A key factor in this change is as a result of a bonus scheme previously applied to high numbers of low earning employees in 2019 ceasing. This scheme paid out a mode average of £173 per employee (approximately 122 employees were in scope of whom approximately 65% of were female).

In 2020 the mean bonus payment is higher for females than males resulting in a much lower percentage gap for 2020 (-48.61%) compared to 2019 (58.93%).

The median bonus pay has slightly increased for males but significantly for females, resulting in a much lower percentage gap for 2020 (-304.35%) compared to 2019 (68.55%). Again the significant shift for females is as result of the aforementioned bonus scheme ceasing in 2019.

The Quartile banding breakdown is similar between 2019 and 2020. The lower quartiles have a higher percentage of female workers while the upper quartiles have a higher percentage of male workers This is representative of a significant number of call centre and manufacturing roles within the lower quartiles being occupied by female workers.



One third of the Tunstall Healthcare UK Board is female, representing strong progress in the representation of females at Board level.

OUR COMMITMENTS AND ACTIONS

Progress from 2020

- We communicated the 2019 gender pay gap figures to all colleagues
- We commenced a formal job banding initiative and evaluation of all our job roles with a view to paying against this framework
- We commenced a review of our approach to career development and progression to ensure there are no barriers to the progression of females across the workforce, a leadership development programme commenced in February 2020 and has continued into 2021.

Actions for 2021

- We will communicate the 2020 gender pay gap figures to all colleagues by the end of April
- Continue to approach recruitment at a senior level in a manner which supports diversity
- Continue to apply consistent policies within the colleague groups
- Over the next 12 months we will finalise formal job banding and we are in the process of evaluating all of our job roles with a view to paying against this framework

- We will develop key management information in line with the introduction of a new system to ensure data is accurate and relevant to support our gender pay gap analysis
- We will continue to develop our approach to career development and progression to ensure there are no barriers to the progression of females across the workforce
- We will continue to progress the actions and commitments from 2020