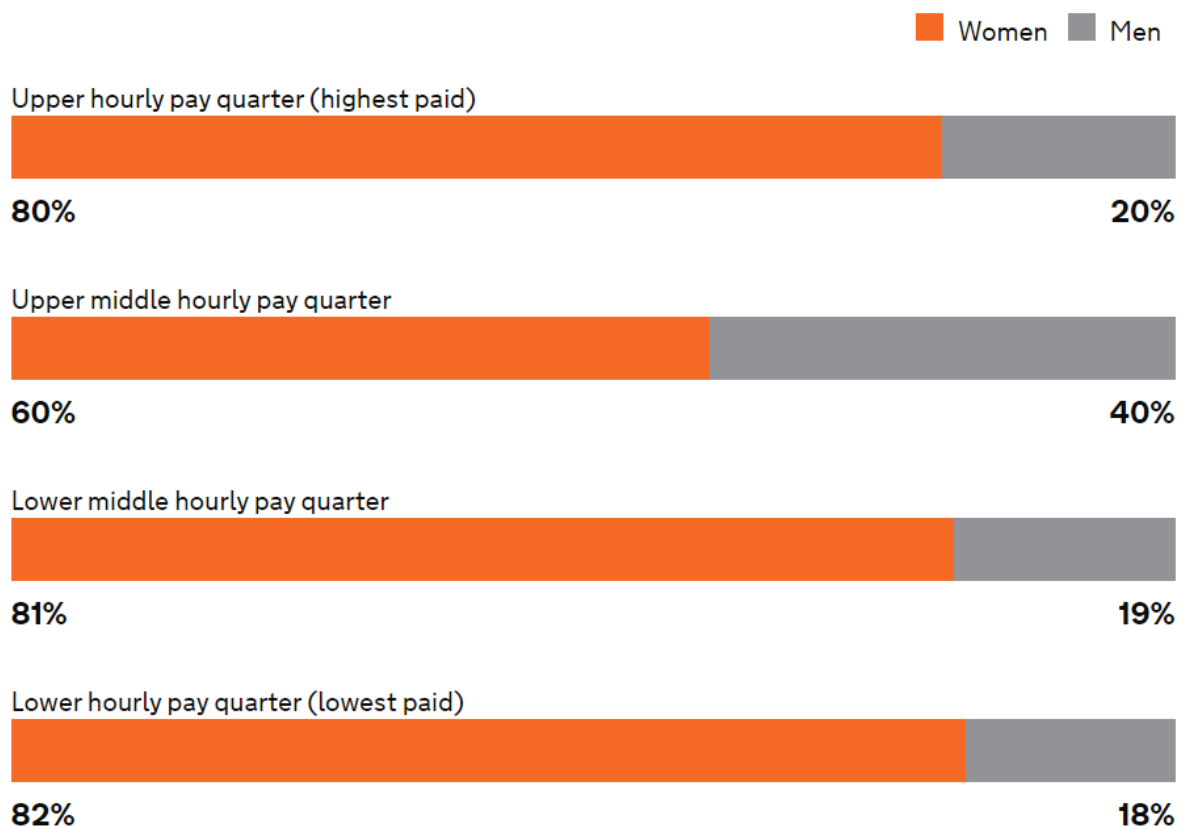


Gender Pay Gap Report 2022/2023 Written Statement: SW Healthcare

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 2022/2023, as part of our ongoing efforts to ensure transparency and fairness in our pay practices.

Women occupy 80% of the highest-paid jobs and 82% 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 5.4% (mean) gender pay gap, which is lower than the national average of 14.9%. The median average data shows a -0.99% gender pay gap, meaning women on average are paid 1p more than men.

This pay gap contrasts the NHS England figures, where the mean pay gap was 14.6%, and the median pay gap was 14%.

SW Healthcare Mean	5.4%
NHSE Mean	14.7%
National Average Mean	14.9%
SW Healthcare Median	0.99%
NHSE Median	14%
National Average Median	8.3%

This data is notable because it shows that SW Healthcare has a significantly lower gender pay gap compared to both the NHS England figures and the national average. The mean gender pay gap for SW Healthcare is only 5.4%, which is significantly lower than the NHS England mean of 14.7% and the national average mean of 14.9%. 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 actually negative (-0.99%), 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	32.2% Men
UK Demographic	51% Women	49% Men

NHSE shows 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 2022 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 are conducting a thorough review of our pay practices to identify any areas of unintended gender bias, including the following measures:

- Conducting a thorough review of our pay practices to identify any areas where there may be unintended gender bias
- Providing training and development opportunities for all employees to support their career progression and increase their earning potential
- Encouraging greater diversity in our recruitment and promotion processes to ensure that all individuals have an equal opportunity to progress within our organisation
- Expanding our inclusive approaches to our recruitment and talent management and building on existing specialist support programmes
- Redefining options of how and where we work, which provides staff with greater flexibility to carry out their role whilst managing their personal commitments at home
- Promoting and updating our Flexible Working policy and Shared Parental Leave policy
- Ensuring transparency in promotion, pay and reward processes, whereby we have implemented an internal Expression of Interest process allowing staff easy access to opportunities (both short-term and permanent positions) in a timely manner
- Work with local communities to give access and opportunity to vacancies and build a sustainable and representative workforce within SW Healthcare
- Relaunch our apprenticeship offering to ensure it supports our future talent pipeline and creates a diverse workforce for the future that is representative of the populations we serve
- Develop line manager capability on people policies to support belonging and retention of colleagues

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,

R. Campbell

Rosie Campbell

Head of HR and Development

SW Healthcare Limited