

Transform Healthcare Ltd
Gender Pay Gap Reporting Statement
2022-2023 Reporting Year

CONTEXT

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all companies that employ in excess of 250 employees to report annually on their gender pay gap and to publish the outcomes on their website.

The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. The outcomes can help assess the levels of gender equality within the organisation and the balance of male and female at different pay grades.

The gender pay gap is different to equal pay. Equal pay takes into account the nature of a role and its seniority with gender pay. The gender pay gap comparison compares a simple average of the pay between male employees and the pay of female employees.

We are obliged to publish data which includes employees, contract and bank workers taken at a 'snapshot date' of 5th April 2023.

Transform Healthcare is a new organisation which began trading from 7th October 2022 so details provided are from that date to 5th April.

Gender Pay Reporting

The following results, in line with the mandatory requirements, have been calculated from payroll figures for employees as at April 2023

GENDER PAY GAP STATISTICS	%
Mean Gender Pay Gap in hourly pay	-20.39
Median Gender Pay Gap in hourly pay	-8.02
Mean Bonus Pay Gap	5.43
Median Bonus Pay Gap	-20.58
Proportion males receiving bonus	4.41
Proportion females receiving bonus	15.47

Quartile Bands	Pay	Lower Quartile (lowest paid)	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile (highest paid_
Male		19.00%	20.00%	14.00%	28.00%
Female		81.00%	80.00%	86.00%	72.00%

OVERALL SPLIT OF MALE AND FEMALE EMPLOYEES AT SNAPSHOT DATE

MALES	68	20.43%
FEMALES	265	79.57%
TOTAL	333	100.00%

KEY FINDINGS OVERALL SUMMARY

- Our mean, or average, pay gap based on hourly rates is – 20.39%. This means that on average across all salaries women are paid 20.39% higher than men.
- Our median pay gap based on hourly rates is -8.02%. This means that at the midpoint of salaries paid at Transform, women are paid 8.02% more than men.
- Our median bonus pay gap. This is the difference in bonus pay between men and women in the 12 months prior to 5th April 2023 This is -20.58% which means that women’s median bonus pay is 20.58% higher than mens.
- Mean gender bonus pay gap is 5.43% This means that on average across all bonuses women are paid 5.43% less than men..

KEY FINDINGS: GENDER PAY GAP

Transform’s overall median gender pay gap of -20.58% is lower than the 2023 ONS (Office for National Statistics Annual Survey of Hours and Earnings (ASHE) figures estimated national average of 7.7% The ONS figures are based on a gender distribution of 53% male and 47% female against Transform’s gender distribution of 20.43% male and 79.57% . Due to the nature of the business which has a far higher proportion of female patients receiving personal and intimate surgery, the higher proportion of our staff are female and this extends across all types of role.

OBJECTIVES

1.We will review our recruitment policies to encourage more diversity and equality with the aim of increasing the male workforce.

KEY FINDINGS: BONUS PAY GAP

Of the workforce at the snapshot date, 1 male and 19 females received a commission and/or bonus payment. This represents 1.47% of total males and 7.17% of total females received a commission and/or bonus payment.

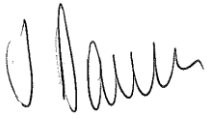
For the reporting period reflected 7th October 2022 – 5th April 2023 41 females (15.47%) and 3 males (4.41%) received bonus or commission.

Transform’s mean bonus pay gap of 5.43% reflect the calculations of this metric. The average commission/bonus payments made were higher for females against the males, this is due to the fact that more women have contractual arrangements which includes commission payments.

OBJECTIVES

1.Commission payments, rather than bonuses heavily make up the metric above. Commission payments are contractual obligations for approximately 1/3 of the workforce which is predominately female. We wish to develop a programme of financial bonus opportunities for staff at varying levels and gender.

Transform is committed to reducing our gender pay gap and to ensuring that we employ a diverse and committed workforce. I confirm that the data reported is accurate.



Jane Dawson 19th March 2024

Group HR Manager