

2023-24: Gender Pay Gap

Introduction

This report, which covers both HUC and HUC South West, is based on: (i) a snapshot of pay for all employees as of March 31, 2024; and (ii) bonuses paid between April 1, 2023 and March 31, 2024.

It documents the Gender Pay Gap, ie the difference between the mean and median earnings of male and female employees, regardless of job role. It does not look at any differences between men and women who carry out the same / similar job roles or work of equal value.

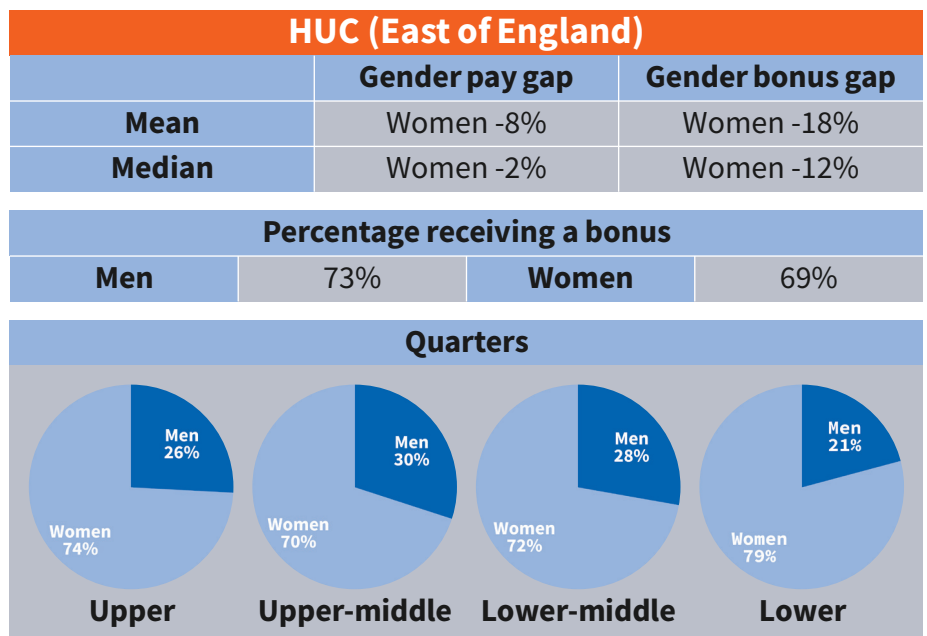
The mean gender pay gap is calculated by finding the average hourly pay rates for men and women and subtracting the lower average from the higher average.

The median gender pay gap is calculated by arranging all the hourly pay rates in lines, starting with the lowest earner and going up to the highest, and comparing the mid-point of male employees with the mid-point of the female employees.

Our workforce

As of 1 April 2024, HUC employed 1,245 staff in the East of England, of which 26% were male and 74% were female, while HUC South West employed 199 staff, with the same ratio of male to female employees.

The majority of staff working in our contact centres, frontline and support roles are female. As a 24/7 business, many of these roles are flexible and part-time, providing the



opportunity for shifts to be worked around families and other commitments.

Looking at the proportion of men and women in each quarter gives an indication of their representation at different levels of the organisation.

In the East of England, women occupy 75% of the highest-paid roles within the upper quarter, and 79% of the roles within the lower quarter. This is reflected at executive board level, where three out of four roles are held by females, namely chief medical officer, chief commercial officer, and chief operating officer.

In 2023-24 HUC's median pay gap in the East of England reduced from 9% to 2%, the lowest it has been since reporting began.

Having been ringfenced since the acquisition of Devon Doctors in October 2022, HUC South West's figures are shown separately, but are broadly similar to those for the East of England.

Eighty-five per cent of HUC's workforce in the South West was eligible to participate in the organisation's bonus scheme as employees transitioned to HUC's terms & conditions, while the mean bonus gender pay gap decreased from 37% to 21%.

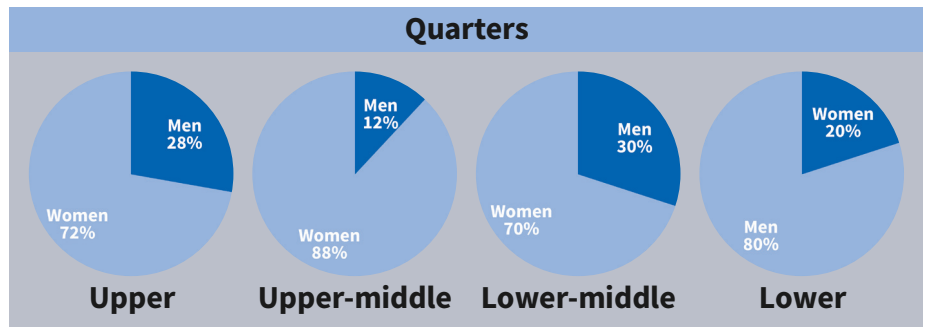
■ Addressing the gap

HUC encourages and promotes a diverse culture as evidenced by the Equality, Diversity & Inclusion strategy it launched earlier this year.



HUC South West		
	Gender pay gap	Gender bonus gap
Mean	Women -12%	Women -21%
Median	Men -24%	Women -20%

Percentage receiving a bonus			
Men	44%	Women	41%



This strategy is paramount if the organisation is to grow and continue to provide outstanding care to the patients and communities it serves.

What is more, HUC has enhanced its employee benefits portfolio and continues to promote wellbeing to colleagues across the organisation.

We are committed to supporting employees with their work-life balance and offering flexible and homeworking options. We have enhanced our parental leave and flexible working policies to encourage staff to pursue their careers.

Our recruitment process ensures that we take positive action to appoint the right individuals irrespective of race, gender, sexual orientation, disability etc. We continue to invest in training and development in order to drive equality and embrace diversity in the workplace.

This focus and the findings of our 2023-24 staff survey will ensure that the qualitative data reflecting staff experience by gender is considered alongside the raw data of this gender pay gap report.

David Archer
Chief Executive