



# Gender Pay Gap Report 2024

# Welcome to our Gender Pay Gap Report

This is our annual Gender Pay Gap Report for the snapshot date of April 2024. It covers all people employed by Here on that date whether on permanent, fixed term or casual contracts.

Under current requirements for Gender Pay Gap reporting, gender must be reported in a binary way, recognising only men and women, and we are currently unable to report non-binary or other identities in this report.



The data used for the calculation comes from His Majesty's Revenue and Customs (HMRC) records, which we acknowledge won't have an accurate record of gender for many trans and non-binary people.

For the purposes of this report, we have used the terms 'gender', 'men' and 'women', but we understand that for some people, this will be referring to their biological sex and will not always be reflective of a person's gender identity.

I confirm that the published information in relation to the gender pay gap is accurate.

A handwritten signature in dark grey ink, appearing to read 'Helen Curr'.

Helen Curr, Chief Executive

# Mean and median pay gap

The total number of employees in April 2024 was 196. There was a 61.7%, 38.3% female, male ratio. In the organisation as a whole, there is higher female representation in all pay quartiles.

The greatest gender difference is in the lowest paid quartile where 75.5% of the lowest paid and predominantly casual roles are performed by women which creates the gender pay gap. This figure includes casual workers who were paid in April 2024.

**Mean gender  
pay gap**

**1.65%**

**An increase  
of 0.06%  
from last year**

**Median gender  
pay gap**

**1.31%**

**A decrease  
of 5.36%  
from last year**

**Mean pay  
for males per hour**

**£20.95**

**An increase  
of £2.16  
from last year**

**Mean pay  
for females per hour**

**£20.61**

**An increase  
of £2.12  
from last year**

**Median pay  
for males per hour**

**£15.28**

**An increase  
of 78p  
from last year**

**Median pay  
for females per hour**

**£15.08**

**An increase  
of £1.55  
from last year**

# Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate.

Band D includes the lowest-paid 25% of employees (the lower quartile) who are almost all on casual contracts paid on a hourly basis and band A covers the highest-paid 25% (the upper quartile). The number of employees per quartile was 49. The biggest change this year is the increased proportion of females in the lowest paid quartile which has shifted from 67% female in 2023 to 76% female this year.

The percentage change from 2023 is noted underneath the main figures.

Band	Males 2024	Females 2024	Included in this band
A	42.9% An increase of 1.1%	57.1% A decrease of 1.1%	All employees whose standard hourly rate is within the upper quartile.
B	40.8% A decrease of 5.6%	59.2% An increase of 5.6%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile.
C	44.9% An increase of 7.4%	55.1% A decrease of 7.4%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median.
D	24.5% A decrease of 8.2%	75.5% An increase of 8.2%	All employees whose standard hourly rate is within the lower quartile.

# How does our gender pay gap compare with others?

	Here 2024	Here 2023	2023 ONS Annual Survey of Hours and Earnings whole economy	2023 ONS health and social care sector
Mean pay gap	1.65%	1.59%	13.2%	4.9%
Median pay gap	1.31%	6.7%	14.3%	4.7%
Bonus mean pay gap	-14.42%	-7.5%	n/a	n/a
Median bonus pay	50.98%	16.4%	n/a	n/a

# Bonus

Gender Pay Gap reporting defines bonus as additional pay over and above an employee's usual hourly rate. Examples of these include bonuses, long service awards and commission payments.

In June 2023 we paid NHS Agenda for Change Bonus to our qualifying clinicians. Commission payments are paid to a small sales team who are all female which gives us a negative mean bonus gap.

**Mean bonus  
for males**

**£1287.26**

**is £286.34 less than  
last year**

**Mean bonus  
for females**

**£1472.89**

**is £218.82 less than  
last year**

**Median bonus  
for males**

**£1242.08**

**is £103.19 less than  
last year**

**Median bonus  
for females**

**£608.83**

**is £516.17 less than  
last year**

# What are we doing to address our gender pay gap?

We are proud that at Here, 83% of our senior leadership team and 62% of our management team are female.

The increase in female proportion of the lowest paid quartile has meant that our pay gap has increased from 1.59% in 2023 to 1.65%.

Our median bonus gap has also increased. Our median rate has risen from 6.7% in 2023 to 51%. This increase is due to:

- More females received long service awards which are smaller in value (i.e., £200 for 5 years, £300 for 10 years and £450 for 15 years), which lowers the median value.
- More females on Agenda for Change (AFC) work part time hours than males, therefore the AFC bonus payments are less as they are pro rata'd by contracted hours, which also lowers the median value.

The gap arises because although women make up a higher proportion in all of our quartiles they constitute the greatest proportion of our lowest paid, casual and part time colleagues. We offer highly flexible non clinical, part time work which people often do to supplement their income working in Primary Care or alongside study.

We acknowledge the barriers women of all backgrounds face and strive to be a place where everyone can thrive, belong and fulfil their potential. Our work to eliminate the pay gap focuses on supporting learning and development and ensuring flexibility for all roles.





# What are we doing to address our gender pay gap?

## Flexible working

We offer flexible working and part time hours to all employees, supporting them to fit their roles around their lives.

### Progression

Ensuring transparency and fairness so that everyone has access to development and progression opportunities.

### Recruiting diverse teams

Making our offer clear, reaching all communities and processes that reduce unconscious bias.

### Authenticity and wellness

Bringing our whole selves to work means we create high performing teams with a culture of care and support in which everyone can thrive.

## In 2025 we will:

Continue to run our 'Emerging Leaders' training programme. We will pay special attention to ensure our female first time managers are able to attend. The programme will be reflective of the organisation with at least 60% female participation with a focus on enabling personal power and confidence.

We are ensuring our pay progression process is equitable, well communicated and systematises pay review conversations.

We are holding training to provide support to our employees with skills for difficult conversations.

100% of first line managers have a mentor and we will gather feedback from mentees every 6 months to monitor quality, effectiveness and to support mentor learning.

Run an advice process with colleagues on pension arrangements, to understand what support and advice people need, what issues there are, and whether there are changes that need to be made. We know that pension access and arrangements can disproportionately disadvantage some – for example those who have had time out of the workplace, have caring responsibilities or who aren't able to afford contributions until later in life.

We have created a Here Charter which codifies our culture of inclusion and our leadership skills and values. We will be implementing this in our appraisal system to work towards improving our gap.





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