



BMI HEALTHCARE LIMITED GENDER PAY REPORT 2020

BMI Healthcare remains committed to creating a diverse workforce offering inclusive opportunities for all our employees and workers, regardless of gender. We are passionate about fairness, equality and inclusion; creating an environment where our people can thrive, grow and develop professionally and personally.



GENDER PAY IS NOT THE SAME AS EQUAL PAY!

A **gender pay gap** is a measure of the difference in the pay of men and women across an entire organisation, regardless of the nature or level of their work.

It is different from an **equal pay** comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.

UNDERSTANDING THE GENDER PAY GAP

It's important to remember that a gender pay gap review is different to an equal pay comparison. An organisation's gender pay gap takes into account all jobs, both full-time and part-time, at all levels and all salaries. In this report, we show BMI Healthcare's median and mean gender pay gap, the median and mean bonus gap and the percentage difference in bonus pay of men and women as at 5 April 2019.

The median is the mid-point of a range of data and illustrates the point at which half the results are above this point, and half the results are below this point.

The mean, sometimes referred to as mean average, is the sum of all the values in a data set, divided by the total number of values. The mean (or average) of a set of numbers includes outliers, such as low or high salaries for a minimal number of employees.

When analysing a large set of data, such as the hourly pay of our workforce of just over 10,700, it is often thought best to review the middle point (median) of the data. This provides a better measure of the central tendency – and is less affected by any outliers.

OUR 2019 MEAN AND MEDIAN GENDER PAY GAP

Under the statutory requirements, we are required to report gender pay gap figures for our main employing entity – BMI Healthcare Limited. The data illustrates our gender pay gap as at 5 April 2019: this is a snapshot of the difference between the hourly pay of all women, compared to the hourly pay for all men.

Our gender pay gap remains substantially lower than the UK national median average of 17.3% (for full time employees) as identified by the Office for National Statistics in their October 2019 publication. **Our median figure, the midpoint across the hourly rate spread, is 5.7% higher for women than it is for men.**

BMI Healthcare's overall mean gender pay gap is 10.9%, however, for the 10,025 BMI employees and workers working in an M5 graded role – which is 93% of our total workforce, the gender pay gap is less than 5%. When analysing our median figure for this group of staff it shows little difference between the hourly rate of pay for men and women; our median pay gap is less than 1% higher for women than it is for men.

PAY - HOURLY RATE		
Difference between men and women		
	MEDIAN	MEAN
2019	-5.7%	10.9%
2018	-4.3%	8.8%
2017	-3.5%	8.9%

Fundamentally, the drivers of our gender pay gap remain the same as in 2018: a higher proportion of our female workforce work less than 37.5 hours per week, compared to their male colleagues. While we support both men and women to work flexibly, the majority of those currently doing so are women.

50% of our female workforce work less than 37.5 hours per week compared to only 11% of our male workforce

As with many organisations, we have a higher proportion of women than men in lower paid roles and proportionately fewer women in higher paid senior leadership positions - something which the gender pay calculation does not take into account. Although 69% of management positions graded M3 and M4 within BMI Healthcare are held by women (a 1% increase in the past 12 months) only 8% of our senior leadership roles graded M1 and M2 are undertaken by women.

BMI are committed to providing equal opportunities to all, regardless of gender or ethnicity - developing our people is a key strategic priority. We are passionate about offering our entire workforce a range of learning and development opportunities to help them grow within our organisation. 85% of all apprenticeship positions are held by females and 77% of learners undertaking further education (Institute of Leadership Management and an MBA qualification) are women.

Our remuneration packages are based upon an employee's skills, experience and qualifications not their gender. Rates of pay reflect the seniority of each role, and the level of responsibility held. We are committed to offering fair remuneration packages to all, and our annual pay review process is applied fairly to all employees across our entire organisation.

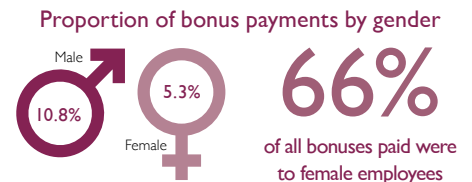
In support of our commitment to fair pay to all, BMI Healthcare remains a National Living Wage employer. Effective from April 2020 maternity, adoption and paternity leave will be paid at an enhanced rate - supporting our workforce when they choose to start or expand their family.

OUR 2019 MEAN AND MEDIAN GENDER BONUS GAP

In the 12 months preceding 5 April 2019, the 13.4% median gender bonus gap indicates bonus payments to male employees were 13.4% greater than their female colleagues.

Our bonus schemes are gender neutral by design, the same bonus rules apply to all eligible employees. Employees who work part-time receive their bonuses on a 'pro rata' basis, but the calculation for the gender bonus gap does not allow any adjustment to bring these bonuses back to their 'full-time equivalent' level for comparison – **within BMI a greater number of bonus payments (22%) were paid to part time female employees in comparison to 5% for their male part time colleagues.**

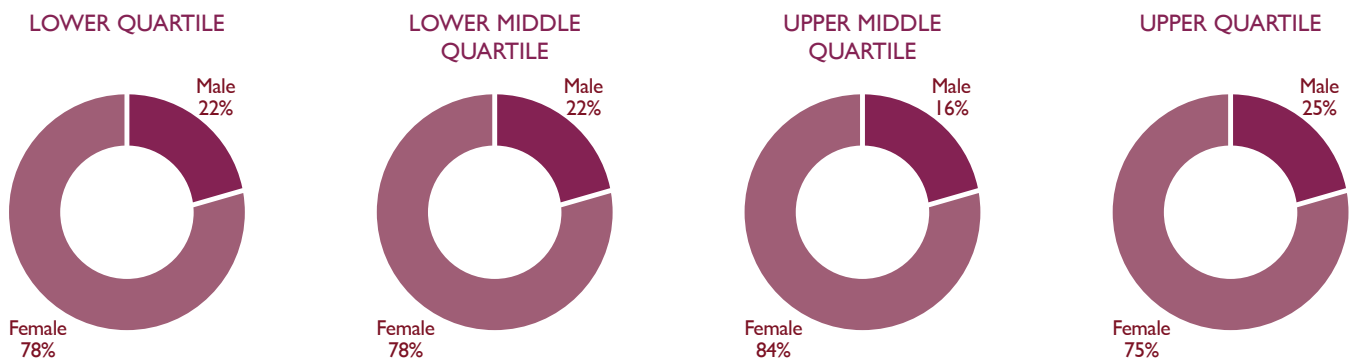
BONUS PAYMENTS	
Difference between men and women	
MEDIAN	13.4%
MEAN	32.5%



The illustration above shows the proportion of male and female employees receiving a bonus payment for the 12 months preceding 5 April 2019. Only small numbers of employees (less than 4%) received a bonus in this time period, however, as only 20% of our workforce is male, the calculation suggests a larger proportion of the total male workforce received a bonus compared to the proportion of the total female workforce - whereas, in reality 66% of all bonuses paid in this period were to female employees.

PAY QUARTILES

Below we have shown the proportion of males and females in the four pay quartiles. This illustrates the gender distribution within BMI Healthcare across four equally sized hourly pay quartiles, each containing approximately 2,375 employees.



David Cooper, Director of Human Resources

