

# Gender Pay Gap

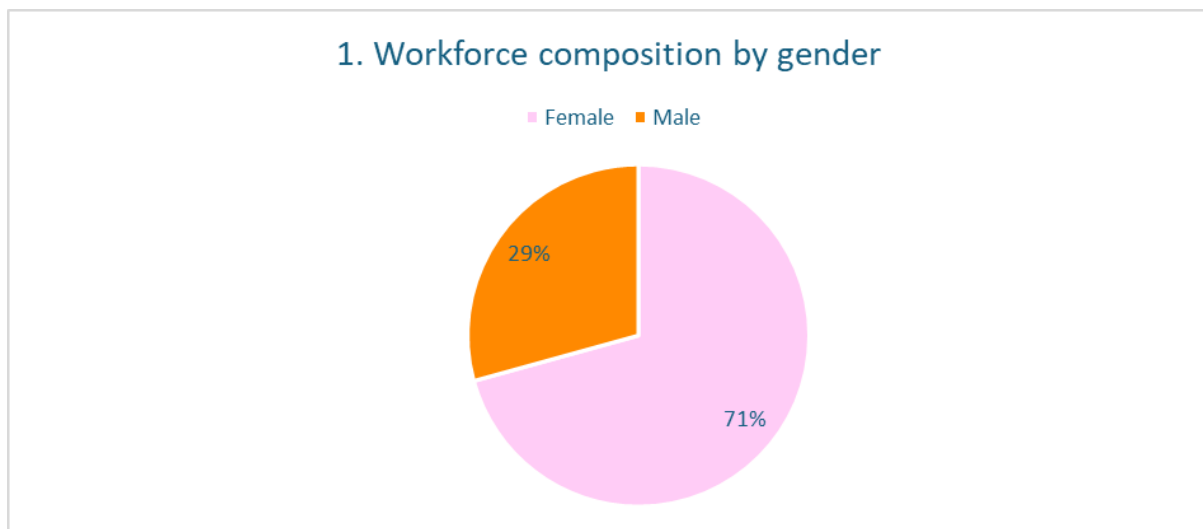
## 2024 reporting for Ascenti Physio Ltd

### Overview

We are a progressive organisation and are committed to promoting a fair and inclusive workplace. As a company with over 250 employees, it is our pleasure to report annually on our gender pay gap. This report pertains to the snapshot date 5 April 2024, with a pay period during the month of April.

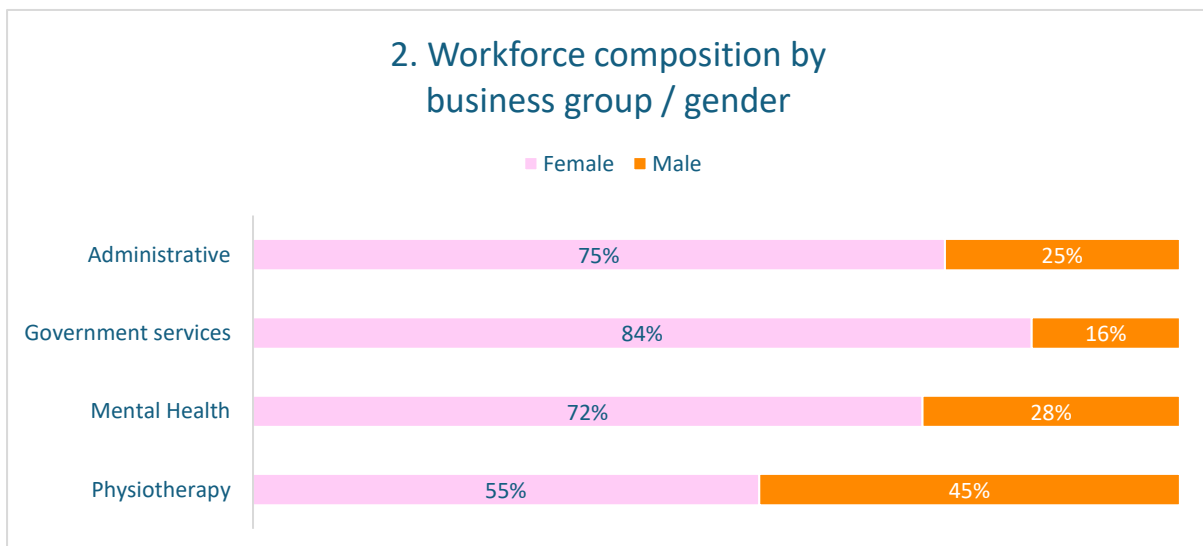
### Business grouping

For the purposes of the Gender Pay Gap, relevant employees are categorised as male and female. In April 2024, our employees identified as 71% female and 29% male (chart 1).



Our workforce is comprised of four main groups: Administrative, Government Services, Mental Health services, and Physiotherapy.

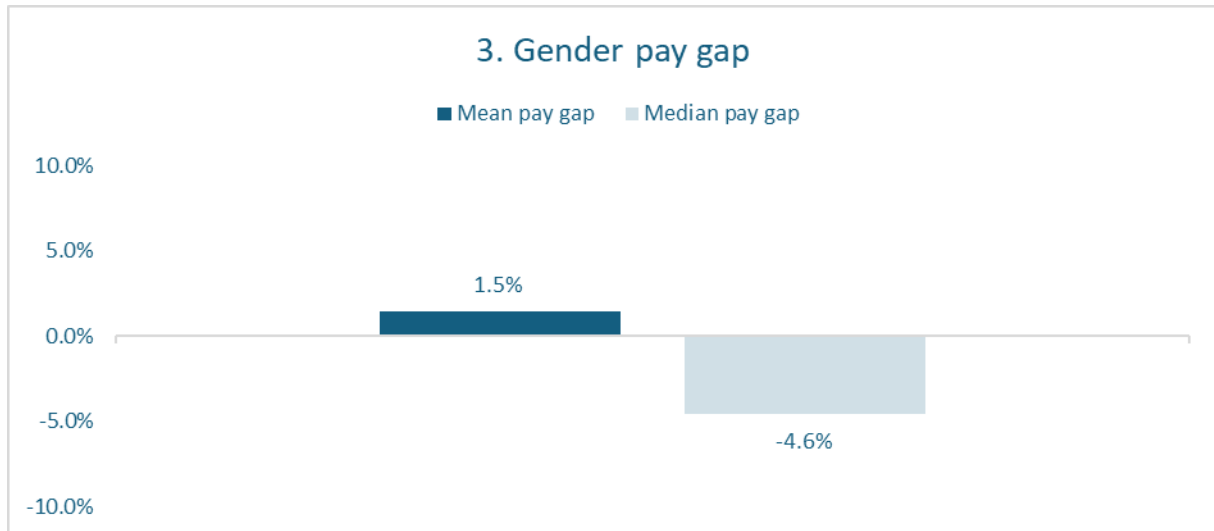
In April 2024, our employees' gender within Administrative was 75%:25%, Government services 84%:16%, Mental Health services 72%:28%, and Physiotherapy 55%:45%, respectively female to male (chart 2).



### Gap reporting for Ascenti Physio Ltd

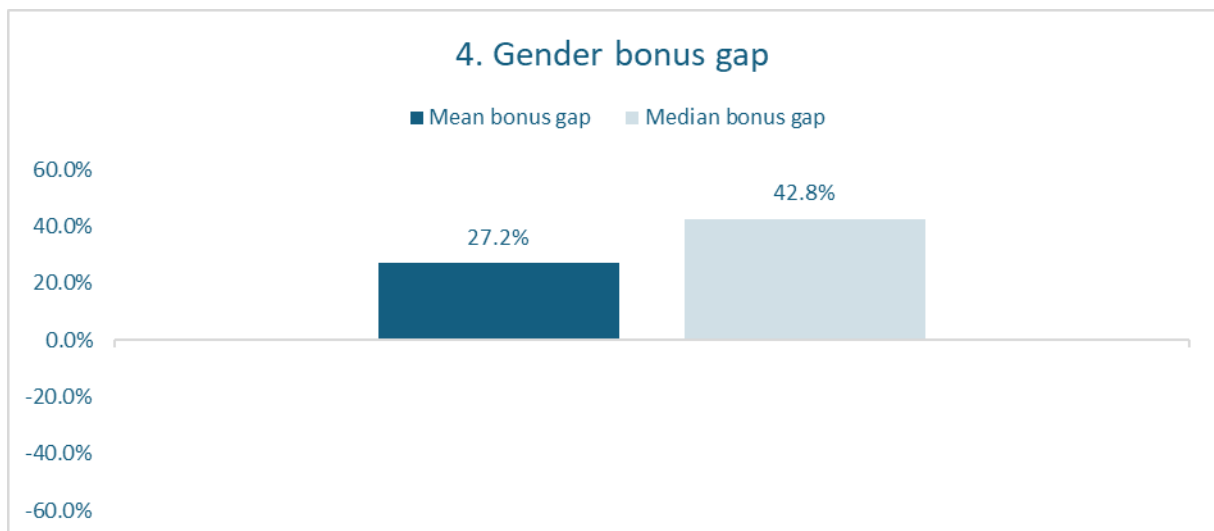
Gender pay gap has calculated the percentage difference in hourly pay among full pay relevant employees in the month of April 2024.

The gap in average (mean) hourly pay between employees identifying as female and male is 1.5%.  
The gap in median hourly pay between employees identifying as female and male is -4.6% (chart 3).



Gender bonus gap has calculated the percentage difference in bonus pay among relevant employees in the 12-month period prior to 5 April 2024.

The gap in average (mean) bonus pay between employees identifying as female and male is 27.2%.  
The gap in median bonus pay between employees identifying as female and male is 42.8% (chart 4).



### Positive and negative gap percentages

A positive percentage shows that women have lower pay or bonuses than men.

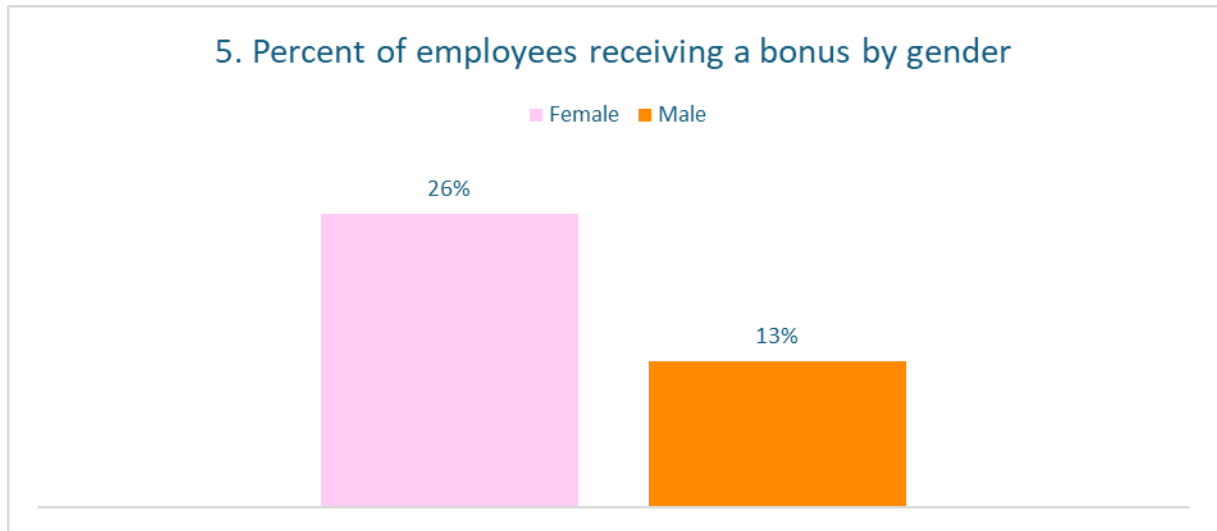
A negative percentage shows that men have lower pay or bonuses than women.

A zero percentage shows that there is equal pay or bonuses between men and women.

### Bonus pay distribution by gender

Bonus pay distribution determines what percentage of relevant employees receive bonus pay in 12 months to 5 April 2024.

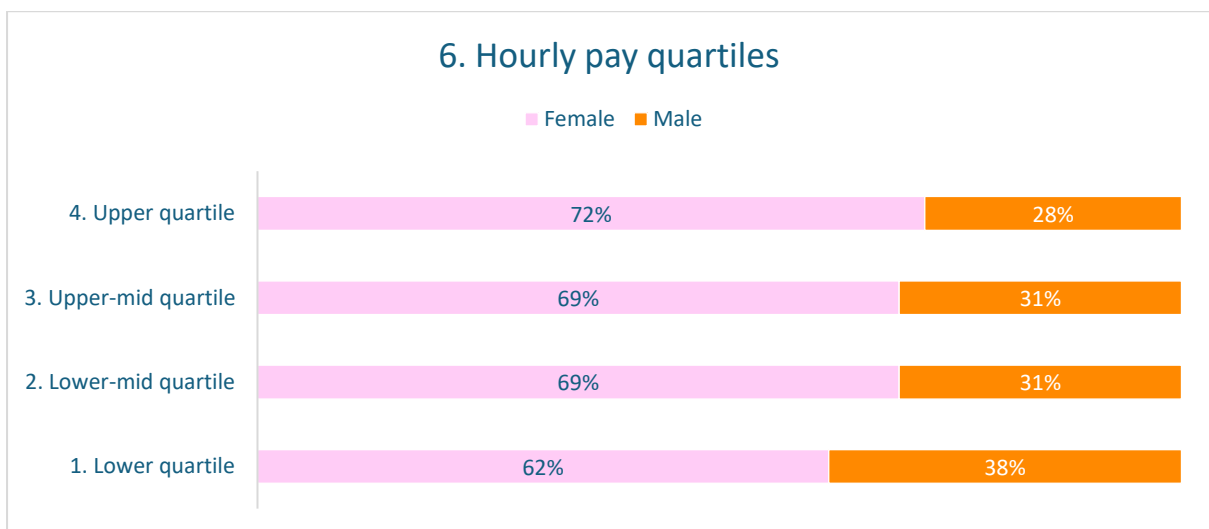
Analysis observed that 26% of employees who identified as female received a bonus, compared to 13% of employees who identified as male (chart 5).



### Hourly pay quartile distribution

The hourly pay of full pay relevant employees has been grouped into four equal quartiles, in order of hourly pay from lowest to highest.

In April 2024, the lower quartile gender makeup was 62%:38%, the lower-mid and upper-mid makeup was 69%:31%, and the upper quartile makeup was 72%:28%, respectively female to male (chart 6).



### Definitions

- Relevant employees – Relevant employees are all employees employed on the snapshot date.
- Full pay relevant employees – Full-pay relevant employees are all employees employed on the snapshot date who received their usual basic pay.

### Observations

- Government services is comprised of a higher percentage of women when compared to the company average. This group accounts for c.40% of full pay relevant employees. Many of these highly skilled professionals appear in the top two quartiles.
- The gender pay gap of gender on mean average pay shows men receive more pay than women per employee. Conversely, the pay gap of gender on median pay shows women receive more pay than men. The high ratio of men to women in the lowest quartile would support a lower median for men's pay. The higher mean pay for men shows that, while fewer in number, men may receive higher remuneration in hourly rate and performance bonuses.
- This analysis reveals that men received higher average bonus remuneration in the 12 months to 5 April 2024.
- We observe that women are 50% more likely to receive bonus pay in the 12 months to 5 April 2024. Bonus pay for performance is commonplace in Government services and administrative positions, in which men are the minority. There were no bonuses paid in Physiotherapy or Mental Health.

### Our commitment to gender equality

We promote on merit and are firmly committed to equality and fairness of pay across our diverse roles. We are always looking for ways to improve and this includes a range of initiatives, for example:

- All staff are assigned to a pay grade, which ensures fairness of pay across comparable roles. We have also rolled out standardised interview forms including set questions and a scoring matrix, to ensure internal and external recruitment is fair and consistent.
- Staff in our Government services and Physiotherapy networks have specific structures in place to enable them to progress to senior roles, with objective promotion criteria in place to ensure consistency.
- We hold regular engagement events and run an annual staff survey, to listen to the views of colleagues on a range of matters including equality and diversity. This also enables us to track our progress and the impact of the steps we are taking.
- We have a family friendly culture at Ascenti, and initiatives are in place to support employees returning to practice, including our Flexible working policy.

### Declaration

I confirm that the calculations featured in this report are accurate.

**Ian Thistlewood**  
Chief Executive Officer