



Gender pay gap

2017/18 reporting for Ascenti Physio Limited (previously TICCS1)

Overview

As a progressive organisation we are committed to promoting a fair and inclusive workplace. This report outlines the gender pay gap of Ascenti Physio staff.

The report has been formatted to meet the requirements of the gender pay gap legislation introduced in April 2017, which applies to organisations with more than 250 employees.

Staff make up

Our Ascenti Physio Limited staff are divided into three main groups – Government Services, Physiotherapy and Administration. On April 5 2017 the workforce totalled 470 employees.

	Government Services	Physiotherapy	Administration
Males	19%	58%	29%
Females	81%	42%	71%

Our Government Services department and administrative roles attracts a higher proportion of female employees and our physiotherapy department is more evenly split. This is largely because the flexibility and nature of our administrative and Disability Analyst roles often appeal to women with families, for example nurses who may have previously worked shift patterns.

Headline figures

Data based on comparison of gross hourly rates of pay taken on 5 April 2017:

	Median (%)	Mean (%)	2016 UK average
Gender pay gap	7.6	7.4	18.1%
Gender bonus pay gap	46.0	39.2	N/A

Snapshot of gross hourly rates of pay taken on 5 April 2017, divided into quartiles:

	Males	Females
Lower quartile	34%	66%
Lower middle quartile	54%	46%
Upper middle quartile	50%	50%
Upper quartile	51%	49%

Explanation

Roles within our Government Services and Administration teams have smaller but more frequent bonus related rewards, whereas our rewards in physiotherapy are offered as part of our banding

structure and salary progression pathway. The nature of this, coupled with the uneven gender split across the different departments is what has caused the bonus gap.

Our entry level and lower paid roles across all departments, particularly within Administration, attract a disproportionate amount of female employees, which explains the gender gap in the lower quartile group.

Summary

Any gender pay gaps are clearly explained by the nature of our roles and our pay gap of around 7.5% is considerably lower than the 2016 UK average pay gap of 18.1%, which is positive.

Lower middle to upper quartile gender pay gaps are minor, which gives us confidence that our male and female employees are being given equal opportunities to progress, and are being paid and treated fairly and equally.

Our continued commitment

We are committed to promoting equality across all areas, not just gender, and we regularly gauge how we are doing on this as part of our annual staff survey and Equality Impact Assessments.

Our banding, bonus, salary and recruitment structures are regularly reviewed and developed in consultation with employees, as are our flexible working policies, training schemes and other arrangements that enable staff to achieve their full potential, irrespective of gender or any other protected characteristics.

The Ascenti Group

Ascenti Physio Limited (previously TICCS 1) and Ascenti Health Limited (previously TICCS) are both members of the Ascenti Group.

Due to the legacy of being two separate organisations and how our employee data is divided, our reporting for this year is limited to our larger employee group, Ascenti Physio only.

When we move towards combining these entities in the future, we fully intend to cover our 100 Ascenti Health Limited employees as part of this gender pay gap reporting.

Declaration

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

A handwritten signature in black ink, appearing to read 'S Dobrikova', written in a cursive style.

Stephanie Dobrikova
CEO, Ascenti