



## Gender Pay Gap 2022 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, we are required to report annually on our gender pay gap. This report covers the sixth year of reporting under gender pay gap legislation, with the snapshot date being 5 April 2022.

### Employee groupings

Our Ascenti Physio staff are divided into three main groups – Government Services, Physiotherapy and Administration. On 5 April 2022 the workforce comprised the following:

Table 1: workforce composition	Government services	Physiotherapy	Administration	Mental Health Therapy	Overall
Males	22%	71%	4%	3%	
% of company	8%	24%	2%	1%	34%
Females	52%	35%	11%	2%	
% of company	34%	23%	7%	2%	66%

### Headline figures for Ascenti Physio Ltd

This data covers the Ascenti Physio workforce, 304 of whom were in scope for reporting for 2022.

Data based on comparison of gross hourly rates of pay taken on 5 April 2021, with 2020 and 2021 figures included for comparison:

Table 2: headline figures	April 2020	April 2021	April 2022
Mean gender pay gap	10.8%	9.7%	> 0.1%
Median gender pay gap	0.6%	-8.4%	-15.0%
Mean gender bonus gap	-16.83%	-15.9%	17.6%
Median gender bonus gap	-95.69%	-91.4%	-5.9%
% females who received a bonus in the 12 months to the snapshot date	58.6%	24.3%	44.9%
% males who received a bonus in the 12 months to the snapshot date	67.5%	30.4%	43.3%

Snapshot of gross hourly rates of pay taken on 5 April 2022, divided into quartiles, with 2020 and 2021 figures included for comparison:

Table 3: pay quartiles	April 2020		April 2021		April 2022	
	Females	Males	Females	Males	Females	Males
Upper quartile	58%	42%	58%	42%	70%	30%
Upper-mid quartile	71%	29%	82%	18%	75%	25%
Lower-mid quartile	65%	35%	57%	43%	55%	45%
Lower quartile	72%	28%	72%	28%	63%	37%

### Commentary and analysis of Ascenti Physio gender pay gap reporting

- The headline figure of mean gender pay gap has equalised at 0%.
- The median pay gap fell further to -15%.
- The mean gender bonus gap is now higher than zero, at 17.6%.
- The median gender bonus gap fell sharply towards zero, now at -5.9%.
- The gender split across the workforce has been steady for the third year at approximately 66% female and 34% male. Last year, the split was 67% female and 33% male. The quartile breakdown shows the proportion of female employees in the upper quartile increased from last year. Conversely, the proportion of female employees in the lowest three quartiles decreased from last year.

### 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 banding 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.
- In 2022, we launched a 3-year Diversity, Equity and Inclusion strategy. This includes a focus on fairness in the workplace, salary/pay gaps and creating diverse teams. As we continue to grow, we are committed to developing our systems and ways of working to ensure that we can effectively monitor diversity, equity and inclusion at Ascenti and how we are performing in relation to our goals.
- In 2020 and 2021 we ran a series of external speaker sessions called 'voices for change' to champion diversity and inclusion, enabling us to action meaningful, long-term change. These sessions included topics such as equal pay and being a working parent. As part of our Diversity, Equity and Inclusion strategy, we plan to reinstate Voices for Change sessions, with a minimum of one session to be run per quarter.



- 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.

**Stephanie Dobrikova**  
Chief Executive Officer