



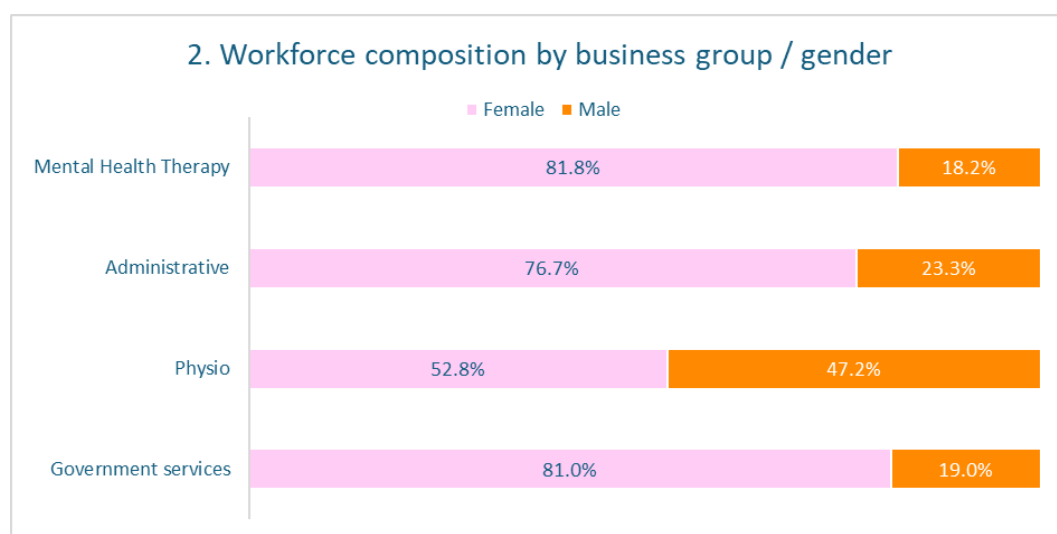
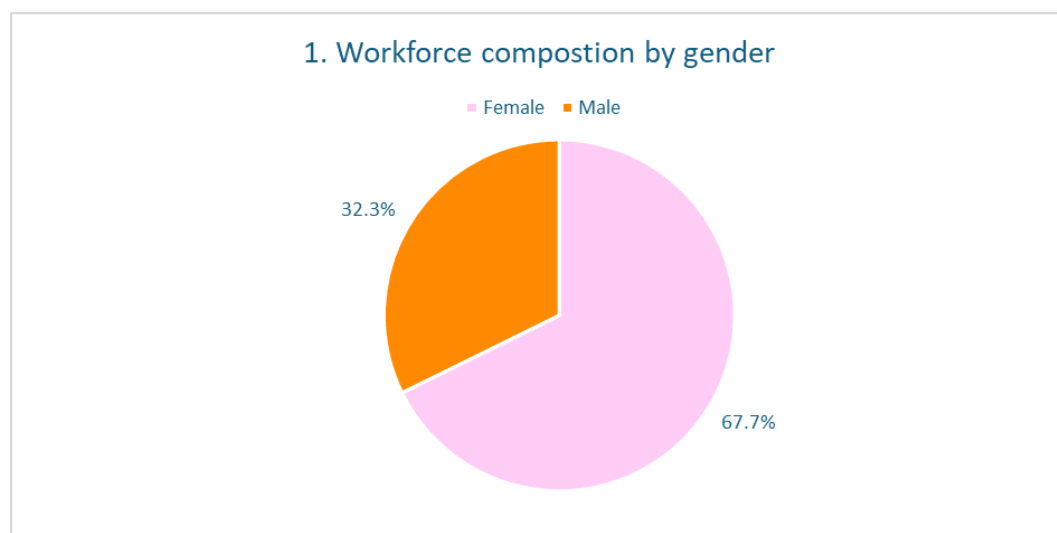
## Gender Pay Gap 2023 reporting for Ascenti Physio Ltd

### 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 2023.

### Business grouping

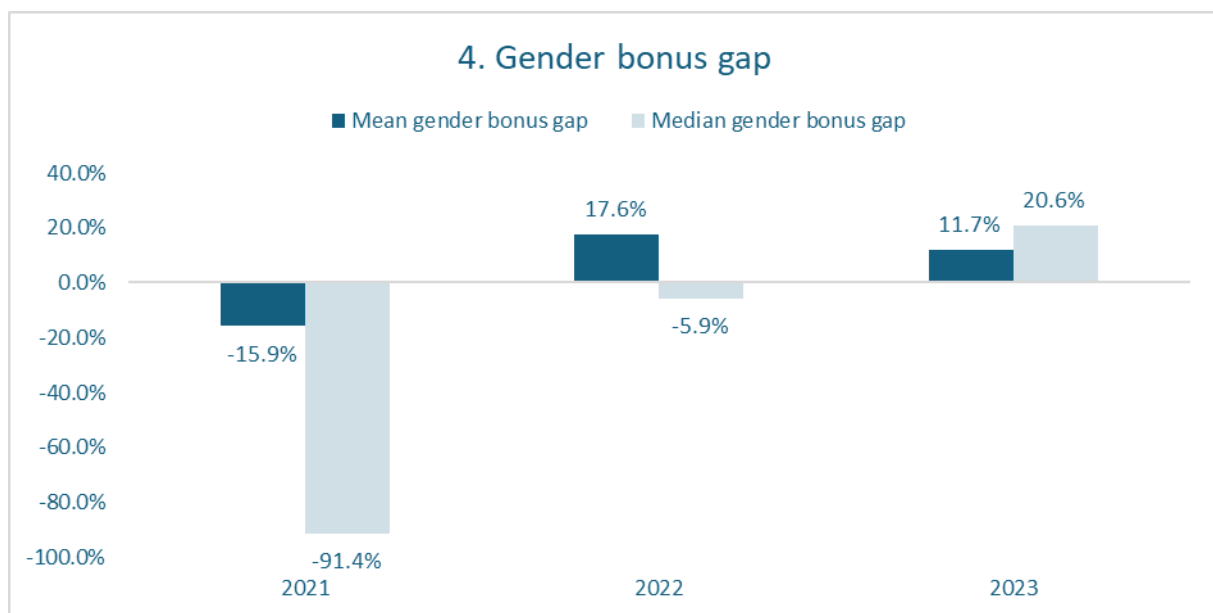
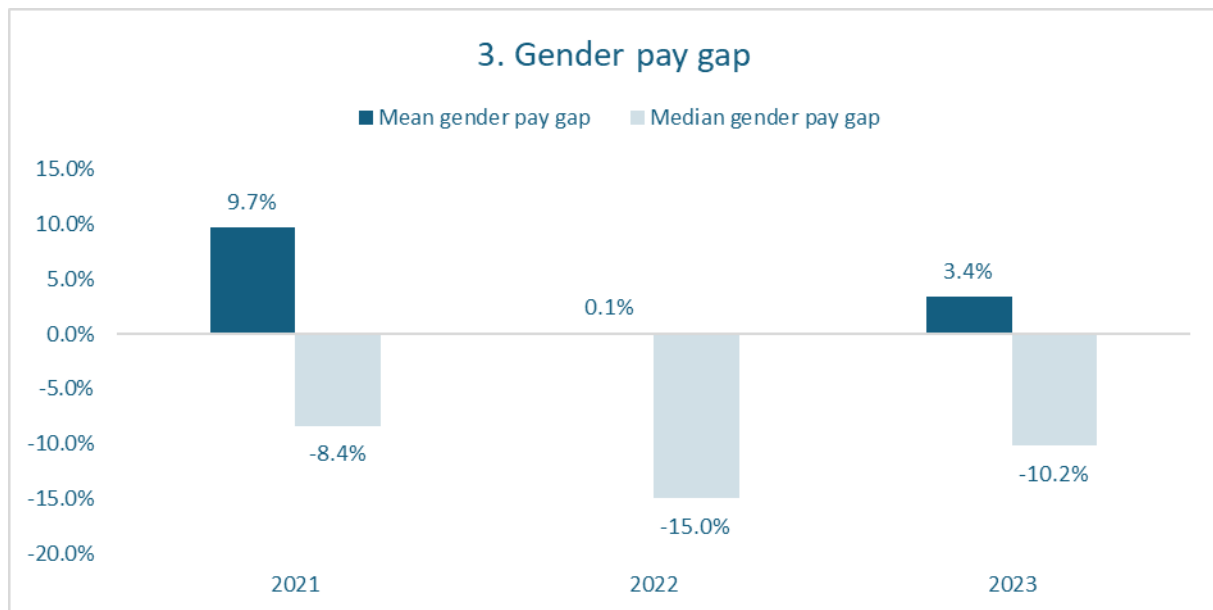
Our Ascenti Physio staff are divided into four main groups – Government Services, Physiotherapy, Mental Health Therapy and Administration. On 5 April 2023 the workforce comprised the following:



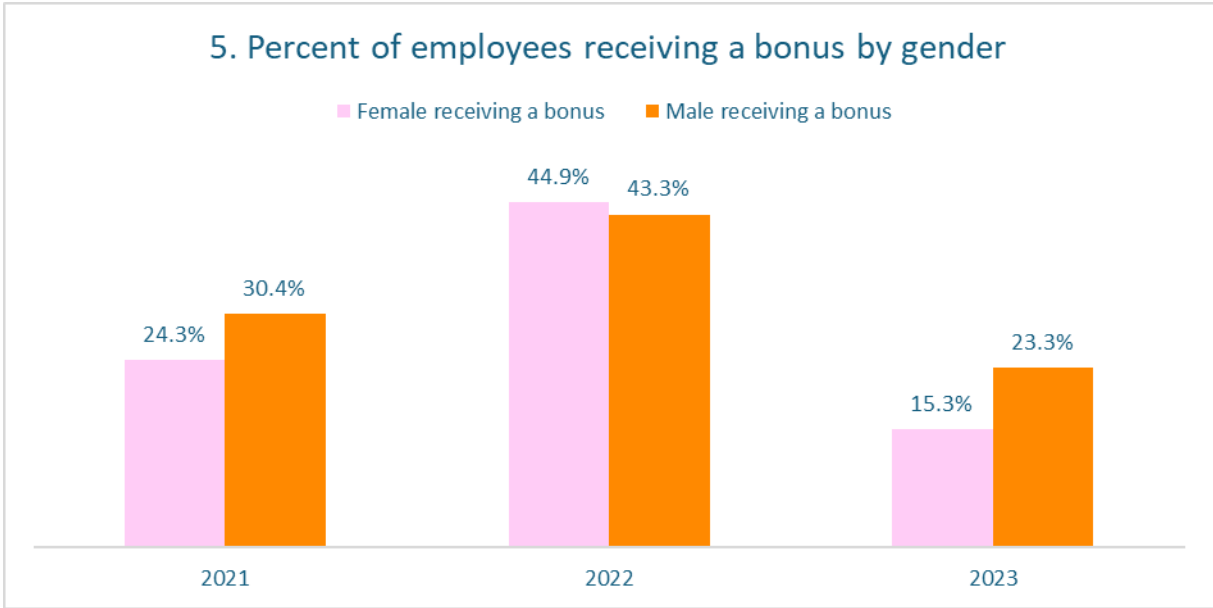
## Headline figures for Ascenti Physio Ltd

This data covers the Ascenti Physio workforce, 505 of whom were in scope for reporting for 2023.

Data based on comparison of gross hourly rates of pay taken on 5 April 2023, with 2021 and 2022 figures included for comparison:

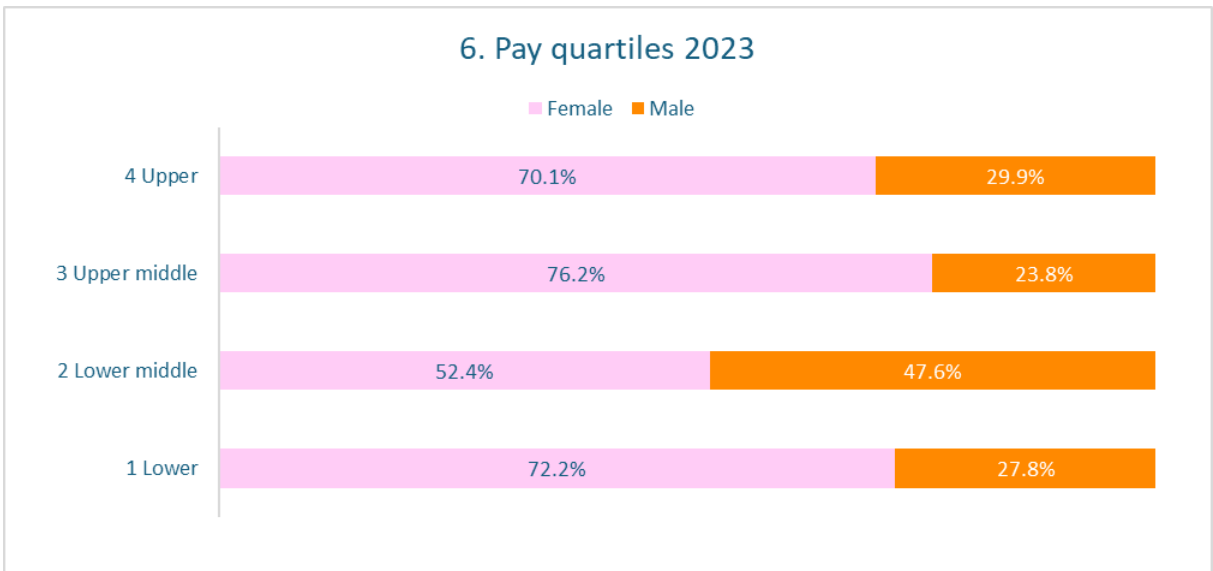


### 5. Percent of employees receiving a bonus by gender



Gross hourly rate quartiles for 2023, with historical figures from 2021 and 2022.

### 6. Pay quartiles 2023



pay quartile history	April 2021		April 2022		April 2023	
	Females	Males	Females	Males	Females	Males
Upper quartile	58%	42%	70%	30%	70%	30%
Upper-mid quartile	82%	18%	75%	25%	76%	24%
Lower-mid quartile	57%	43%	55%	45%	52%	48%
Lower quartile	72%	28%	63%	37%	72%	28%

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

- The mean pay gap increased from <0.1% to 3.4%.
- The median pay gap closed the gap from 15% to 10.2%.
- The mean gender bonus gap decreased from 17.6% to 11.7%.
- The median gender bonus gap rose above zero from -5.9% to 20.6%.
- The gender split across the workforce remains at a ratio of 1 male employee to 2 female employees.
- The quartile breakdown shows the proportion of female employees in the upper two quartiles remained largely unchanged. The number of female employees rose in the lowest quartile; similar to those in 2021.

## 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**