

Gender Pay Gap

2021 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 fourth year of reporting under gender pay gap legislation, with the snapshot date being 5 April 2021.

Employee groupings

Our Ascenti Physio staff are divided into three main groups – Government Services, Physiotherapy and Administration. On 5 April 2021 the workforce comprised the following:

Table 1: workforce composition	Government services	Physiotherapy	Administration	Mental Health Therapy	Overall
Males	16%	52%	29%	46%	
% of company	7%	19%	5%	2%	33%
Females	84%	48%	71%	54%	
% of company	35%	18%	12%	2%	67%

Headline figures for Ascenti Physio Ltd

This data covers the Ascenti Physio workforce, 304 of whom were in scope for reporting for 2021. Data based on comparison of gross hourly rates of pay taken on 5 April 2021, with 2019 and 2020 figures included for comparison:

Table 2: headline figures	April 2019	April 2020	April 2021
Mean gender pay gap	8.6%	10.8%	9.7%
Median gender pay gap	2.3%	0.6%	-8.4%
Mean gender bonus gap	47.2%	-16.83%	-15.9%
Median gender bonus gap	38.1%	-95.69%	-91.4%
% females who received a bonus in the 12 months to the snapshot date	43.2%	58.6%	24.3%
% males who received a bonus in the 12 months to the snapshot date	25.6%	67.5%	30.4%

Snapshot of gross hourly rates of pay taken on 5 April 2021, divided into quartiles, with 2019 and 2020 figures included for comparison:

Table 3: pay quartiles	April 2019		April 2020		April 2021	
	Females	Males	Females	Males	Females	Males
Upper quartile	53%	47%	58%	42%	58%	42%
Upper-mid quartile	58%	42%	71%	29%	82%	18%
Lower-mid quartile	59%	41%	65%	35%	57%	43%
Lower quartile	63%	37%	72%	28%	72%	28%

Commentary and analysis of Ascenti Physio gender pay gap reporting

- The headline figure of mean gender pay gap has decreased from 10.8% in 2020 to 9.7% in 2021.
- The median pay gap is now less than zero, at -8.4%.
- The gender split across the workforce has been steady for the second year at 67% female and 33% male. Last year, the split was 66% female and 34% male. The quartile breakdown shows a reduction of female staff in the lower-mid quartile from 65% to 57%. However, the proportion of female staff in the upper-mid quartile has increased from 71% to 82%, from last year, thereby weighting the median gap in favour of female staff.

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.
- Our Equality, Diversity and Inclusion Committee has been running since October 2018.
- 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.
- 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.

Sophie Harper
Chief People and Communications Officer