



Gender Pay Gap

2017-18 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 its gender pay gap. This report covers the second year of reporting under gender pay gap legislation, with the snapshot date being 5th April 2018.

Employee groupings

Our Ascenti Physio staff are divided into three main groups – Government Services, Physiotherapy and Administration. On 5th April 2018 the workforce comprised the following:

Table 1: workforce composition	Government services	Physiotherapy	Administration
Males	15.1%	55.3%	26.6%
Females	84.9%	44.7%	73.4%

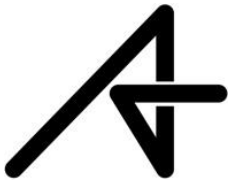
Headline figures

Data based on comparison of gross hourly rates of pay taken on 5th April 2018, with 2017 figures included for comparison:

Table 2: headline figures	April 2017	April 2018
Mean gender pay gap	7.4%	8.2%
Median gender pay gap	7.6%	13.4%
Mean gender bonus gap	39.2%	-20.6%
Median gender bonus gap	46%	-142.1%
% females who received a bonus in the 12 months to the snapshot date	60.9%	46.3%
% males who received a bonus in the 12 months to the snapshot date	36.3%	47.6%

Snapshot of gross hourly rates of pay taken on 5th April 2018, divided into quartiles, with 2017 figures included for comparison:

Table 3: pay quartiles	April 2017		April 2018	
	Females	Males	Females	Males
Upper quartile	49%	51%	55%	45%
Upper-mid quartile	50%	50%	47%	53%
Lower-mid quartile	46%	54%	62%	38%
Lower quartile	66%	34%	60%	40%



Commentary and analysis

- Our headline figure of mean gender pay gap is very similar to 2017, increasing slightly from 7.4% to 8.2%.
- The median gap has increased from 7.6% to 13.4% from 2017 to 2018 – a factor in this rise is an increase in the number of women in the two lower mid quartile (see table on page 1).
- There has been a considerable swing in our bonus gap, which is now in favour of females. This is caused by then introduction of a salary and bonus progression scheme within our Government Services department
- The percentage of females in the upper-mid quartile has remained consistent and there is a 6% increase in the number of females in the highest pay quartile. This is also caused by the introduction of the salary and bonus progression structure within Government Services, with those who have progressed to more senior levels under that scheme now appearing in the upper quartile.

The Ascenti Group

The Ascenti Group is comprised of various smaller group companies. Due to the legacy of being separate organisations and how our employee data is divided, our formal reporting for this year is limited to our larger employee group, Ascenti Physio only. However, we have now extended our analysis across the group and report the pay gap data for the Ascenti Group combined for April 2018 as follows:

Table 4: headline figures (Ascenti Group)	April 2018
Mean gender pay gap	11.2%
Median gender pay gap	17.8%
Mean gender bonus gap	3.6%
Median gender bonus gap	-30.62%
% females who received a bonus in the 12 months to the snapshot date	61.7%
% males who received a bonus in the 12 months to the snapshot date	55.2%

Table 5: pay quartiles (Ascenti Group)	April 2018	
	Females	Males
Upper quartile	55%	45%
Upper-mid quartile	49%	51%
Lower-mid quartile	62%	38%
Lower quartile	75%	25%

**Our commitment to gender equality**

We are a meritocratic company 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:

- We already have pay grades across around 80% of our positions and are currently rolling this out to all remaining colleagues, as a measure to ensure fairness of pay across comparable roles
- We hold regular Staff Engagement Forums with representatives from across the company 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 set up a Diversity, Inclusion and Equality Committee which meets on a quarterly basis to focus on this solely important topic

Declaration

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

A handwritten signature in black ink, appearing to read 'Steph Dobrikova', with a large, stylized initial 'S'.

Stephanie Dobrikova
CEO, Ascenti