

Gender Pay Gap Report 2024

At Lloyds Clinical, we are committed to fostering an inclusive and equitable workplace. As part of our ongoing efforts to ensure transparency and address gender pay disparities, we present our Gender Pay Gap Report for 2024. This report highlights our progress and outlines our commitment to achieving gender pay equity.

Gender Pay Gap Reporting

Gender pay gap reporting is a critical tool for promoting transparency and accountability in the workplace. It involves measuring the difference in average earnings between men and women across an organisation. This reporting helps identify disparities in pay and highlights areas where improvements can be made to achieve gender equality. By analysing the distribution of men and women across different pay quartiles and examining the mean and median pay gaps, Lloyds Clinical can develop targeted strategies to address any imbalances and ensure fair compensation for all employees.

This report outlines the distribution of men and women across different hourly pay quarters within our organization, as well as the mean and median gender pay gaps and the percentage of employees receiving bonus pay.

Understanding Mean and Median

Mean: The mean (or average) is calculated by adding up all the values and dividing by the number of values. In the context of gender pay gap, the mean pay gap is the difference between the average hourly earnings of men and women.

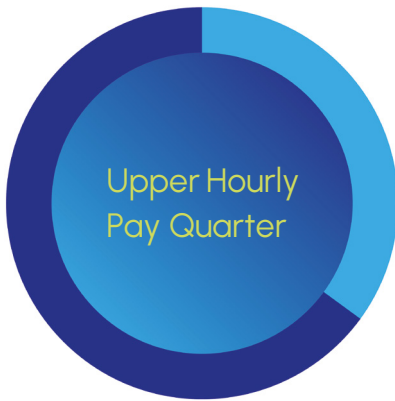
Median: The median is the middle value in a list of numbers. When the values are arranged in ascending order, the median is the value that falls in the middle. For gender pay gap reporting, the median pay gap represents the difference between the middle hourly earnings of men and women.

Supporting Narrative

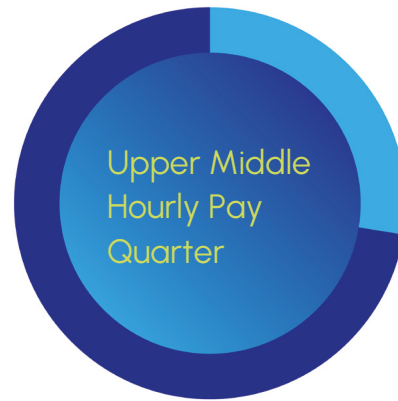
On the snapshot date of 5th April 2024, Lloyds Clinical employed a total of 1,425 employees, with 525 males (36.8%) and 900 females (63.2%). Our analysis of the gender pay gap reveals several key insights:



- Men
- Women



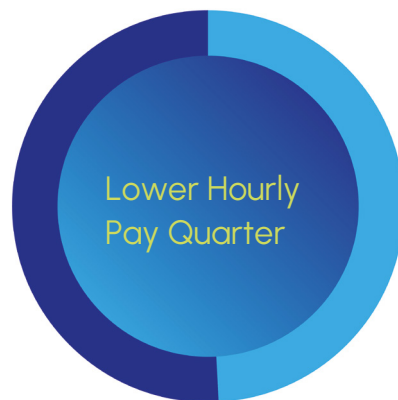
- Men represent 35%*
- Women represent 65%



- Men represent 27.4%
- Women represent 72.6%



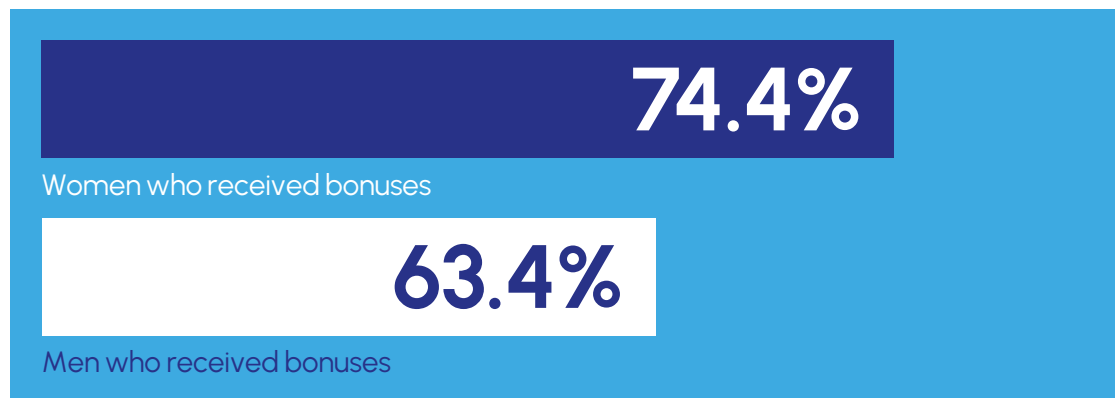
- Men represent 43.4%
- Women represent 56.6%



- Men represent 49.6%
- Women represent 50.4%

*an increase of 10.9% compared to 2023. This increase in male representation brings us closer to an even distribution in higher-paying roles.

These figures indicate a higher representation of women in the upper and upper middle hourly pay quarters, suggesting progress towards gender balance in higher-paying roles. The balanced distribution in the lower middle and lower hourly pay quarters promotes equality and ensures equitable opportunities across different pay levels.



Our mean gender pay gap is 0.5%, a significant improvement from -10.6% in 2023, indicating a slight difference in average hourly pay between men and women, with men earning marginally more. The median gender pay gap of -15.6% shows that the median hourly pay for women is higher than that for men, reflecting a positive trend towards pay equity.

In terms of bonus pay, 74.4% of women received bonuses compared to 63.4% of men. The mean gender pay gap for bonus pay is 34.3%, indicating that, on average, men received higher bonus pay than women. However, the median gender pay gap for bonus pay is 0%, suggesting that the distribution of bonus pay is more equitable at the median level.

Importance to Lloyds Clinical

At Lloyds Clinical, we believe that putting employee wellbeing front and centre is crucial to our success. A diverse and inclusive workplace not only fosters a sense of belonging and support but also drives innovation and creativity. As we continue to grow, it is vital that we leverage the diverse perspectives and talents of our workforce to remain competitive and responsive to the needs of our patients and clients.

Diverse hiring practices are essential to building a workforce that reflects the communities we serve. By embracing diversity, we can better understand and meet the needs of our diverse patient population, ultimately improving the quality of care we provide.

Our commitment to gender pay equity aligns with our core values:

Delivering together

We believe in the power of collaboration and teamwork. By ensuring equitable pay and opportunities, we create an environment where everyone can contribute their best and work together towards common goals.

Being Accountable

We hold ourselves accountable for our actions and decisions. Regular pay audits and transparent communication demonstrate our commitment to accountability and continuous improvement.

Giving It Our All

We are dedicated to giving our best in everything we do. By supporting career development and providing equal opportunities, we empower our employees to reach their full potential.

Continually Improving

We strive for continuous improvement in all aspects of our organisation. Our proactive approach to addressing gender pay disparities reflects our commitment to ongoing progress and excellence.

Impact of the Current UK Economy

The current UK economy presents both challenges and opportunities for addressing the gender pay gap. Economic pressures, such as inflation and cost-of-living increases, can exacerbate existing pay disparities. However, they also highlight the importance of fair and equitable pay practices to ensure financial stability for all employees.

In a competitive job market, attracting and retaining top talent requires a commitment to diversity and inclusion. Companies that prioritise gender pay equity are better positioned to attract a diverse workforce, which in turn drives innovation and business growth.

As the UK economy continues to evolve, it is crucial for Lloyds Clinical to remain agile and responsive to these changes, ensuring that our pay practices reflect our commitment to equity and inclusion.

Action Plan

To further our commitment to gender pay equity, Lloyds Clinical will implement the following initiatives:

1

Career Development Programs:

We will enhance our career development programs to provide equal opportunities for advancement. This includes offering leadership training, mentorship programs, and professional development workshops tailored to support both men and women.

2

Regular Pay Audits:

We will conduct regular pay audits to monitor and address any disparities. These audits will help us identify areas for improvement and ensure that our pay practices remain fair and equitable.

3

Flexible Working Arrangements:

We will promote flexible working arrangements to support work-life balance for all employees. This includes options for remote work, flexible hours, and part-time positions.

4

Inclusive Recruitment Practices:

We will review and refine our recruitment practices to ensure they are inclusive and unbiased. This includes implementing blind recruitment processes and promoting diverse candidate pools.

5

Employee Resource Groups:

We will support and expand our employee resource groups (ERGs) to provide a platform for under-represented groups to share their experiences and advocate for change.

6

Transparent Communication:

We will maintain transparent communication with our employees regarding our progress on gender pay equity. This includes regular updates on our initiatives and their impact.

Lloyds Clinical remains dedicated to creating a workplace where all employees have equal opportunities to succeed. We will continue to monitor our progress and take proactive steps to close any remaining gaps.



Amy York
Head of HR Operations