



# IPRS Group Gender Pay Gap Report 2022/23

# Gender Pay Gap Report 2022/23

## What is the gender pay gap?

The Gender Pay Gap is a high-level snapshot of pay within an organisation that shows the difference in average pay between women and men across an entire organisation regardless of their role. This is different to equal pay which requires women and men performing the same role to receive equal pay.

All organisations with over 250 employees are legally required to report their Gender Pay Gap each year.

The purpose of the disclosure is to identify the difference in pay between men and women and to share share best practice on how the gap can be reduced.

At IPRS, we report our gender pay gap not only because of the legal requirement but to use the data to drive positive change. We are committed to using the findings to make key strategic decisions that will enable us to close the gender pay gap.

This report details our gender pay gap results and what we are doing in response to the findings.

## How the gender pay gap is calculated

The figures in this report are based on the snapshot date 5th April 2022 using 6 different measures:

### Mean Gender Pay Gap

This is the difference between the mean (average) hourly rate of pay of males and that of females.

### Median Gender Pay Gap

This is the difference between the median (middle value) hourly rate of pay of males and females.

### Mean Bonus Pay Gap

This is the difference between the mean average bonus pay of males and females.

### Median Bonus Pay Gap

This is the difference between the median (middle value) bonus pay of males and females.

### Bonus Payments

This is proportion of males and females receiving a bonus.

### Quartile Pay Bands

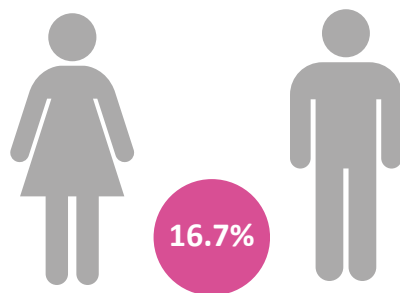
This is the proportion of males and females in the lower, middle, upper middle and upper pay bands

## Our workforce and pay quartiles

IPRS gender pay gap data was collected on the snapshot date of 5th April 2022. At this time there were 280 people within our UK workforce: 231 women (83%) and 49 men (18%). Part of the reporting process requires organisations to divide colleagues into four equal quarters reflecting pay ranges as follows:

	NUMBERS		PERCENTAGES	
	MEN	WOMEN	MEN	WOMEN
Upper quartile	17	53	24%	76%
Upper-middle quartile	12	58	17%	83%
Lower-middle quartile	13	57	19%	81%
Lower quartile	7	63	10%	90%

## Our gender pay gap

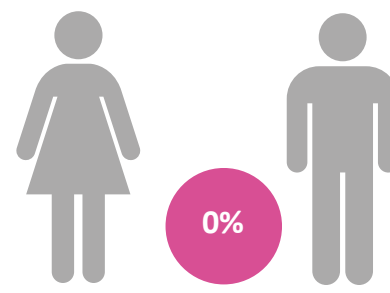


**Mean Gender Pay Gap**

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat the calculation for men. The difference between these is the mean gender pay gap

This year the average pay for women was 16.7% less per hour than the average pay for men. The mean gap means that for every £1 a man received, a women received 83.3p

Like many organisations of our size, even though the majority of colleagues are women, there are more men in senior positions which has a significant impact on our mean gender pay gap.



**Median Gender Pay Gap**

To calculate our median gender pay gap, we rank all our colleagues by their hourly pay. Then we compare what the women in the middle of the female pay range received with what the middle of the male pay range received. The difference between these figures is the median gender pay gap.

This year the women in the middle of the female pay range received the same as the men in the middle of the male pay range.

## Comparing median and mean gender pay gaps

The median is used extensively as a headline measure by pay researchers because it is less swayed by extreme values, particularly the small number of people on high salaries. The mean is useful because it does capture the effect of a small number of high earners. This is something we are interested in, given that women's responsibilities beyond work have traditionally limited their access to higher level, higher paid jobs.

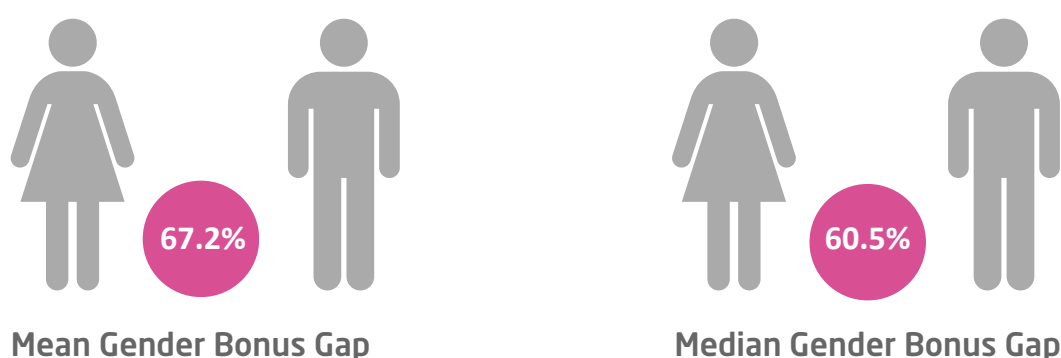
The difference between an organisations mean and median pay gap can provide valuable insight. The presence of very low earners can make the mean smaller than the median. A group of high earners can make the mean larger than the median.

## Our bonus pay gap

The bonus pay gap is the difference between the bonus pay or one-off lump sum payments paid to male colleagues and those paid to female colleagues. Only relevant colleagues who received a bonus are included in the calculation.



### The percentage of our men and women who received a bonus



Despite more women receiving a bonus than men, the bonus pay gap exists because we have more men than women in senior roles with a larger percentage of bonus payable. The figures this year in particular are skewed as include one off payments as an outcome of the company acquisition and we would therefore expect this to significantly improve in the next gender pay report we publish.

## The underlying causes of our gender pay gap

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work which is highlighted by our 0% Median Gender Pay Gap. Instead, our Mean Gender Pay Gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Our industry (healthcare) is traditionally female dominated and we struggle to recruit men in lower paid roles. Even though we have a small proportion of male colleagues, a high number are in more senior, higher paid roles. Across the group, we currently have 40% of females at senior leadership level.

Our data is also representative of societal trends, we have a high number of females working part time in lower paid roles and more females who wish to work flexibly. Women are more likely to work part time and many of the part time jobs available across the UK are relatively lower paid.

Women are also more likely than men to have had breaks from work to raise families or for caring responsibilities that may have affected their career progression.

## Our commitment to reducing our gender pay gap

We are committed to equal opportunities and equal treatment for all colleagues, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

### What we have done to address our gender pay gap?

- We have increased the salaries of our lowest paid colleagues to above minimum wage.
- In the vast majority of roles, we have introduced hybrid working to increase flexibility.
- We have introduced a Menopause Policy, Menopause Champion and trained all managers to better understand the effects of menopause to better support our female colleagues. We have also signed up to the Menopause Workplace Pledge.
- We have reviewed our new and expectant mothers policy to ensure we provide the right support.
- We have introduced a steering group to drive our Diversity, Equality, Inclusion & Belonging strategy.
- We will continue to nominate female colleagues to attend Womens Leadership Programmes.

### Over the next year we will:

- Educate our managers and team leaders on what the gender pay gap is and how they can positively influence it.
- Provide unconscious bias training for all colleagues.
- Review our reward policy on pay evaluation and bonus payments and carry out regular pay and benefits audits, looking specifically at:
  - Starting pay for men and women
  - Promotion rates for men and women
  - Whether pay gaps exist for part-time workers
- Implement our colleague forum & encourage all colleagues to complete our engagement survey to give everyone a voice and to understand how included colleagues feel.
- Review our recruitment practices with the aim of:
  - Attracting more males into junior positions
  - Attracting more females into senior positions
- Provide support for managers to help them improve the experience for returning parents. Monitor stats such as:
  - The proportion of returning mothers after maternity leave and those still employed 2 years after returning.
- Review our family friendly policies & shared parental leave policy, to encourage more men to take-up childcare responsibilities. Monitor stats such as:
  - The proportion of men and women using various flexible working patterns and levels within the organisation at which take up is occurring.
- Review our flexible working and carer policies, to help colleagues balance work and caring responsibilities.
- With the recent implementation of our applicant tracking system, to look to improve our recruitment data, so that we can understand how people with different characteristics (including gender) are impacted through our recruitment journey (internally and externally) and to act upon findings that might indicate disadvantage or barriers for any particular group.
- The implementation of the HR system in 2023 will enable us to review our approach to talent and development and will consider how diversity can best be supported within these programmes.

#### Declaration

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



Martyn Jackson  
CEO, IPRS Group



**Feel free to get in touch with us if  
you have any questions...**

IPRS Group  
Speed Medical House,  
Matrix Park, Chorley,  
Lancashire, England,  
PR7 7NA

[www.iprsgroup.com](http://www.iprsgroup.com)