



Gender Pay Gap Report

April 2024





Introduction

We are embarking on a journey to make Diversity, Equity & Inclusion a cornerstone at Westfield Health.

We are proud of the progress we've made so far in fostering a more inclusive environment, and we remain firmly committed to ongoing improvement. Our goal is to create a workplace where everyone feels comfortable bringing their authentic selves to work and can thrive.

We believe this journey is continuous, and we actively listen to colleague feedback through regular people and wellbeing surveys. These surveys are instrumental in fuelling our Diversity, Equity, and Inclusion (DE&I) initiatives throughout the year.

I confirm that the results contained in this report have been generated and fully audited in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Capper
Chief Executive Officer

What is the gender pay gap?

There's often confusion about the difference between the gender pay gap and equal pay, but they are not the same thing.

- The gender pay gap looks at the difference between the average pay of all men and all women across the whole business, regardless of job type or how senior they might be.
- Equal pay looks at the pay difference between a man and woman doing the same role.

How is it calculated?

The gender pay gap is reported in two ways: the median and the mean.

For the median pay gap, if we lined up all our men and women in two rows, from the lowest to the highest paid, the median shows the difference in pay between the middle-man and middle-woman.

The mean shows the difference between the average pay of all men, and the average pay of all women.



UK averages, among all employees, in 2021:

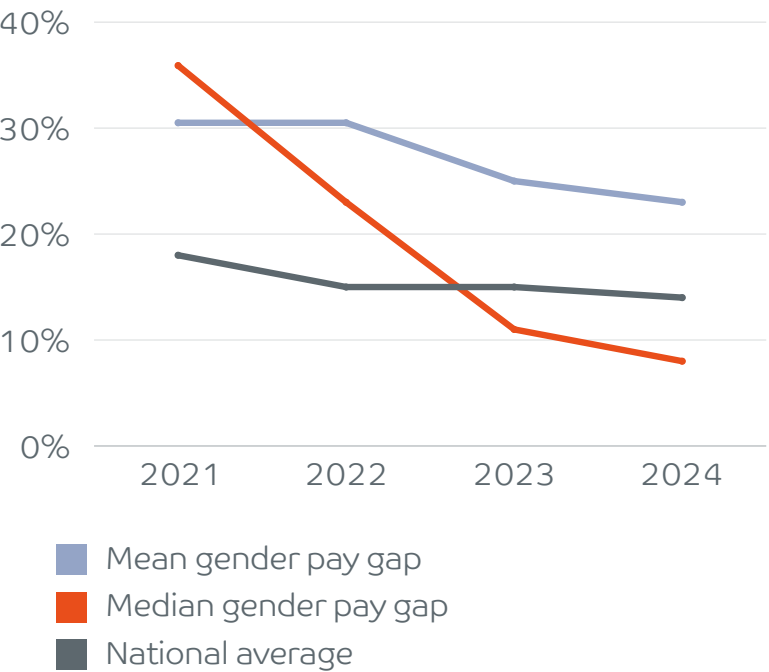
- Median gender pay gap: 14.9%
- Mean gender pay gap: 9%

Our Gender Pay Gap: UK

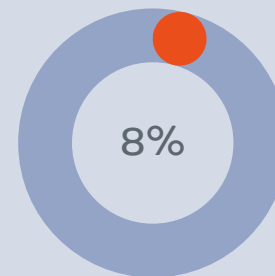
Our median gender pay gap is 8% and our mean gender pay gap is 23% .

This represents significant progress for the organisation, with our median pay gap closing by 28% since 2021. In the finance and insurance industry, the average gender pay gap is 22.7%.

Gender Pay Gap 2021 to 2024

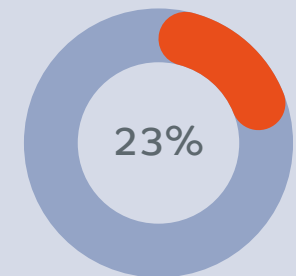


Median gender pay gap



↓ 28% since 2021

Mean gender pay gap



↓ 8% since 2021



Total colleagues:
300

Women:
167

Men:
133



Our Gender Pay Gap: UK

Gross Hourly Rate of Pay	Male		Female		Difference
Count	133		167		
Mean	£23.75		£18.27		23%
Median	£17.59		£16.18		8%
Bonus Pay					
Mean	£8381		£5519		34.15%
Median	£2039		£1545		24.22%
Employees receiving bonus	74		120		
Proportion receiving bonus	84%		93%		
Quartiles (Gross Hourly Pay)	Count	%	Count	%	
£0.00 to £13.11	27	36.00%	48	64.00%	
£13.11 to £16.72	34	45.33%	41	54.67%	
£16.72 to £23.77	25	33.33%	50	66.67%	
£23.77 to £151.15	47	62.67%	28	37.33%	

Our Gender Pay Gap: Europe

	Salaries	% Gap	Bonusses	Pay Gap
The Netherlands				
Median				
Female	€14.02		€ 88.69	
Male	€13.84	-1.28%	€ 95.89	7.50%
Mean				
Female	€15.92		€ 95.93	
Male	€16.62	4.21%	€ 157.12	38.94%
Belgium				
Median				
Female	€ 15.52		€ 468.00	
Male	€ 15.04	4.21%	€ 472.00	0.85%
Mean				
Female	€ 16.07		€ 642.67	
Male	€ 17.03	5.64%	€ 457.13	-40.59%
Germany				
Median				
Female	€ 14.71		€ 210.00	
Male	€ 16.32	9.86%	€ 126.01	-66.65%
Mean				
Female	€ 16.90		€ 250.13	
Male	€ 21.89	22.80%	€ 169.81	-47.30%



The Netherlands

7.50% Median gender pay gap.

38.94% Mean gender pay gap.



Belgium

0.85% Median gender pay gap.

-40.59% Mean gender pay gap.



Germany

-66.65% Median gender pay gap.

-47.30% Mean gender pay gap.

Gender Pay Gap in Context

2021

We started tracking our gender pay gap in 2021 and proactively tried to reduce it throughout our pay review process.

Before 2021, our median pay gap was 35.9% and mean pay gap was 30.5%.

2023

Ahead of the Pay Review 2022/23, our median pay gap was 26.7% and mean pay gap was 23%.

Following our pay review in 2023 and after reporting across all UK business units to include UK Healthcare and UK Health & Wellbeing, our median gender pay gap was reduced to 11%, and our mean gender pay gap was 25%.

What changes have we made?

We've seen a reduction in our gender pay gap due to the following changes and improvements:

- ✓ Fair, transparent and inclusive pay reviews that involve all our management structures.
- ✓ Increased flexible working opportunities.
- ✓ Engagement events and colleague-led network groups, on topics such as menopause.
- ✓ Improved D&I data collection, integrating all colleagues across the group.
- ✓ More females appointed in managerial roles.



What's next?

Our aim for the future is to maintain our median gap and focus on our mean pay gap. We need to improve the following figures in the context of women in leadership.

Currently 23% of our Head of Department cohort are women (four people) and 14% of our Executive Leadership team are women (one person).

Although we have seen improvements in our results and now sit below the national average for the median gender pay gap, we need to continue to build on this momentum through our DEI strategy.

Women in leadership has been identified as one of our main pillars, with a key focus on the following:

- Recruitment
- Training
- Partnerships
- Colleague engagement activities
- Mentoring and support for women





Get in touch

0114 250 2000

enquiries@westfieldhealth.com

www.westfieldhealth.com

Westfield Health is a trading name of Westfield Health & Wellbeing Ltd and is registered in England & Wales Company number 9871063.

Westfield Health is a registered trademark.

Registered Office. Westfield House, 60 Charter Row, Sheffield S1 3FZ.