

# Medvivo Gender Pay Report

**Reporting Period: 5 April 2023 - 4 April 2024**  
**Submission date: March 2025**



# Introduction

We believe that gender balance enables people and businesses to perform better and thrive. We work hard to ensure we continue to achieve gender equality across the organisation and pay quartiles.

This report is prepared in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It outlines the statutory disclosure of the gender pay gap within Medvivo Group Ltd. and provides insights into the steps we are taking to address any gender pay disparities that we have identified.

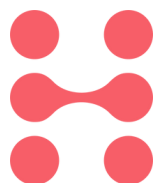
The report is based on a snapshot of all Medvivo staff as at 4th April 2024 and includes:

- The 'mean gender pay gap' and the 'median gender pay gap'
- The 'gender bonus gap'
- The number of men and women working across salary quartiles

The individuals analysed for this report were those employed by who were receiving ordinary full pay on the given date, including:

- Permanent contracts of employment, full and part time
- Zero hour and minimum hour employees
- Agency workers, temps, independent contracts, or those on reduced rates of pay (SSP and SMP), at the time, were excluded from the analysis\*.

\*Exclusions are in line with the reporting requirements.



# Organisational overview

Medvivo is an organisation dedicated to delivering exceptional care through a range of person-centered health and care services.

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Our key services include:

- Clinical Assessment Service and Care Coordination,
- Out of Hours (OOH)
- Access to Care (ATC)
- Non-Clinical Response
- High Intensity User (HIU) Service

Medvivo's head office is located at Fox Talbot House in Chippenham and is the main location for our call-centre and office-based support staff. In addition, Clinical and Operational staff work from our sites across BaNES, Swindon and Wiltshire.

Our hybrid approach ensures a core workforce presence across all locations to ensure operational excellence around the clock, whilst providing flexibility to the workforce to work from home when the service allows.



# Equality, diversity and inclusion

We aim to maximise the potential in all our employees to build and maintain a workforce that is valued and reflects the communities its service through inclusive and equitable employment practices.

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We strive to continue to increase the diversity of our workforce and encourage equity for all in order to foster an inclusive culture, a positive working environment and help our staff and the organisation to succeed.

All services, policies and procedures are assessed regularly to ensure that the high-quality services are delivered, service outcomes are equitable, and no person is treated less favourably on the grounds of their race, ethnicity, religion, disability, age, gender, qualification, education or sexual orientation.



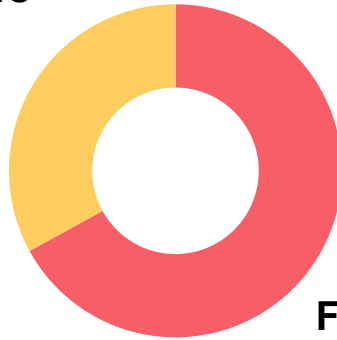
# Gender pay gap metrics

## Gender divide

On the snapshot date (4th April 2024) our gender split, for eligible employees, was as follows:

This is consistent with the 2023 data which was 68% F, 32% M.

**Male workers**  
33%



**Female workers**  
67%

## Mean and median gender pay gap

The Mean and Median pay gaps are calculated for the period 5th April 2023 to 4th April 2024.

Mean gender pay gap	<b>17%</b>
Median gender pay gap	<b>29%</b>

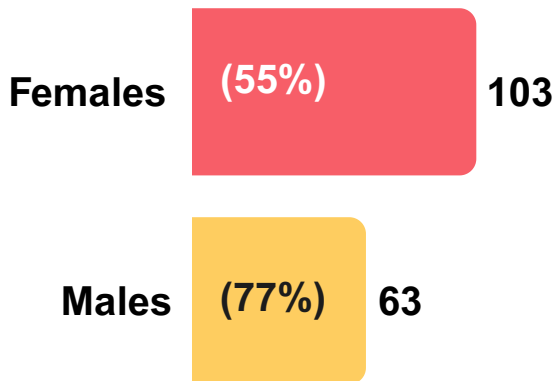
It is important to note that there has been a significant increase in the mean and median pay gap between males and females since our last report.



### Mean and median bonus gender pay gap

Mean bonus gender pay gap	<b>-22.3%</b>
Median bonus gender pay gap	<b>-18.6%</b>

### Proportion of males and females receiving a bonus payment



These figures show that 22% more Males than Females were eligible for a bonus during this period.

### Proportion of males and females in each pay quartile

Proportion of males	% of males	% of females
Upper quartile	<b>48% (40%)</b>	<b>52% (60%)</b>
Upper middle quartile	<b>30% (18%)</b>	<b>70% (83%)</b>
Lower middle quartile	<b>41% (41%)</b>	<b>59% (59%)</b>
Lower quartile	<b>15% (28%)</b>	<b>85% (73%)</b>

\*The figures in brackets represents last year's figures.

# What's driving our gender pay gap

The root cause of the increase in pay gap between males and females during the period is multifactorial. We have identified the following key drivers that are influencing the gap:

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## **Movement in pay quartiles**

There was overall reduction in the number relevant full pay employees. Compared to the 2023 data, there has been a shift in the proportion of Males in the upper and upper middle and upper pay quartiles, with a decrease in the lower pay quartile. These moves are caused by a number of internal promotions of male employees and a increase in the number of females recruited to the lower paid roles. Therefore, there were a higher proportion of males receiving a higher hourly rate on the snapshot date.

We are pleased that the upper quartiles show more balance between genders however the data highlights there is further work to do in the lower pay quartiles.

## **Bonus payment**

New starters are not entitled to a bonus payment during their probation period. The average hourly rate includes any bonus payment during the reporting period.



In the period 5th April 2023 – 4th April 2024 there was an increase in new joiners who were females who were not entitled to a bonus compared to the previous reporting period.

Bonus payments are based on earnings, therefore if an individual is able pick up more overtime, their bonus payment would be higher.

### **Minimum hours contracts**

The minimum hours contracts are designed to be flexible for employees who do not wish to work permanent contracted hours or a fixed rota pattern. If at any point an individual wished to move a fixed rota pattern they can do so at any point.

Often individuals chose to take a minimum hours contract to fit around personal commitments such as caring responsibilities.

74% of individuals on a minimum hours contracts are female.

For a proportion of our workforce, particularly within our clinical teams we are a secondary employer.



These individuals chose a minimum hours contract to fit around their other employment, often to increase their skills and experience.

Individuals on a minimum hours contract are not eligible for the discretionary bonus scheme. This would account for the lower proportion of females receiving a bonus payment during the period.



# Our commitments

We are committed to ensuring that our organisational policies and initiatives reduce the gender pay gap and promote equity in the workplace. This will include:

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## **Monitoring and audit**

We will continue to conduct regular audits to monitor and identify any pay disparities.

## **Recruitment and retention strategies**

Ensure that our recruitment processes are open, equitable and transparent and encourage inclusion and diversity at all levels of the organisation.

## **Career development and progression opportunities**

- Offer opportunities for development, coaching and mentoring to continue to ensure there is gender balance within leadership positions.
- Encouraging upskilling and secondment to other areas of the business.



## Flexible working policies

- Ensure employees are supported to make flexible working requests which enable them to consider alternative options to minimum hours contracts.
- Encourage managers to have discussions with individuals on minimum hours contracts to consider whether a permanent pattern could be created to meet the needs of the service and the individuals' personal circumstances.
- Promote family friendly policies.



# Conclusion

In conclusion, we are committed to fostering an inclusive and equitable workplace that values diversity and supports the professional growth of all employees. By implementing robust recruitment strategies, providing comprehensive career development opportunities, and promoting flexible working policies, we aim to create.

We believe that these measures will not only enhance employee satisfaction and retention but also help us to reduce any pay disparity between genders.

# Declaration

I confirm that the information in this report is accurate and has been calculated in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed: Daisy Newsome

Position: Associate Director of HR

Date: 23/03/2025

