

**Alliance Medical Limited**  
**Gender Pay Reporting Statement**  
**2021**

**Context**

Alliance Medical reports annually on the gender pay gap in the organisation. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

Alliance Medical’s workforce consists of significantly more females than males. This profile reflects industry trends for Allied Health Professionals and administrative staff within the health sector. Our gender pay gap results should be considered in the context of this distribution as the predominance of females to males has a significant influence on our overall gender pay gaps.

Quartile Pay Bands	NHS Total Staff	AML Total Staff	AML Lower Quartile	AML Lower Middle Quartile	AML Upper Middle Quartile	AML Upper Quartile
Male	23%	36%	14%	32%	51%	49%
Female	77%	64%	86%	68%	49%	51%

**Gender Pay Reporting**

The following results, in line with mandatory requirements, have been calculated as at April 2021.

Gender Pay Statistics	
Mean gender pay gap	

**Key Findings: Gender Pay Gaps**

Alliance Medical’s overall mean gender pay gap of 22% reflects the distribution of males / female employees within the organisation. The gap is slightly increased by 2% compared to 2020 but is in line with the average over the last 4 years.

The Median Gender Pay Gap is increased by 1% from 2020.

<b>Median gender pay gap</b>	27 %
<b>Mean bonus pay gap</b>	43 %
<b>Median bonus pay gap</b>	0%
<b>Proportion male receiving bonus</b>	19 %
<b>Proportion female receiving bonus</b>	9%

### **Key Findings: Bonus Pay Gaps**

The mean bonus gender pay gap is 43%, an increase compared to 2020. This is primarily due to the impact of Covid-19 on the financial performance of our private business operations which affected the performance of the associated bonus scheme which is available to employees in the Lower and Lower Middle Quartile bandings.

The median bonus gender pay gap remains as nil for the second consecutive year.

The proportionate access to a bonus scheme remains as the workforce is predominantly female who undertake roles in the Lower and Lower Middle Quartile pay ranges, where performance is not typically recognised through incentive schemes.

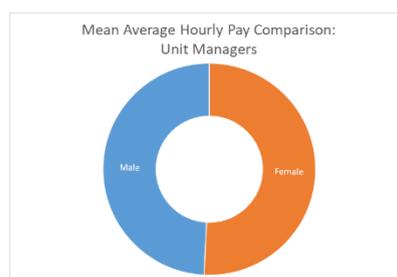
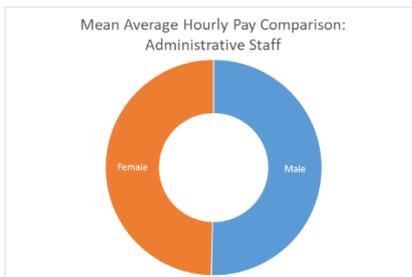
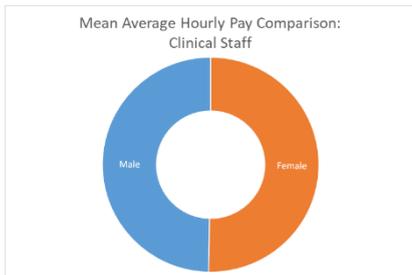
### **Key Findings: Pay Parity**

Whilst a Gender Pay Gap remains when looking at the total workforce, analysis of pay parity for key role categories demonstrates that our pay policies broadly support equity for males and females for equivalent roles, and show a negative pay gap in most cases.

On average Female Clinical staff are paid 1% more than Male colleagues which equates to £0.22 per hour

On average Male Administrative staff are paid 1% more than Female colleagues which equates to £0.17 per hour

On average Female Unit Managers are paid 3% more than Male colleagues which equates to £0.79 per hour



## Objectives

Alliance Medical will continue to further understand and address the Gender Pay Gap through:

- A Board sponsored three year Equality, Diversity and Inclusion strategy with focused performance targets
- Inclusive Leadership training for all managers
- Improved ED&I KPI reporting to better understand employee experience by gender
- Continued provision of access to mentoring, training and development opportunities to encourage and promote career progression. For example, access to external qualifications or individual coaching plans and Return to Practice schemes.

## Statement

I confirm that Alliance Medical Limited is committed to the principle of gender pay equality and has prepared its 2021 gender pay gap results in line with mandatory requirements.

**Georgina Hayes**  
HR Director