



Highfield
Healthcare

GENDER PAY GAP REPORT 2024

December 2024

Introduction



Highfield Healthcare

Highfield Healthcare, founded in 1825, provides comprehensive mental health services, including acute care, day hospitals, long-term and outpatient services, alongside Alzheimer and private nursing home care.

Guided by our CEO, Stephen Eustace, we are committed to person-centred care, continuous service evolution, and fostering an innovative workplace that empowers our diverse staff to support mental health recovery.

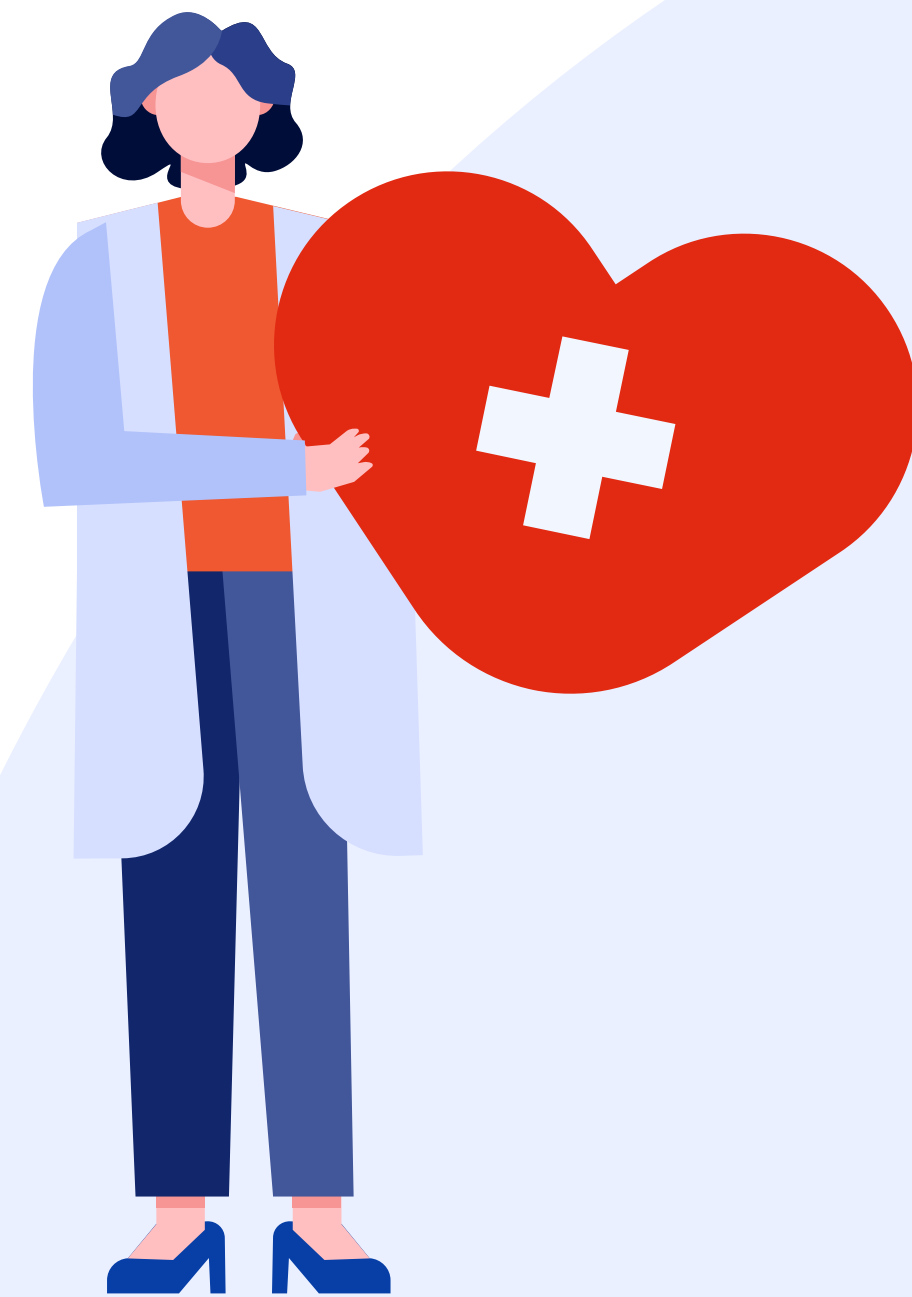
Our 2024 Gender Pay Gap Report, issued under the Gender Pay Gap Information Act 2021, highlights key metrics and promotes actionable change.



What is the Gender Pay Gap Report?

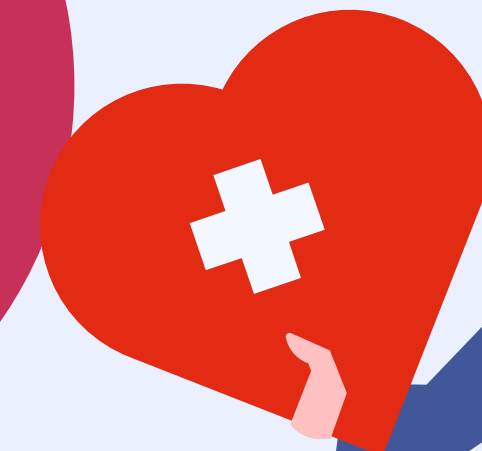
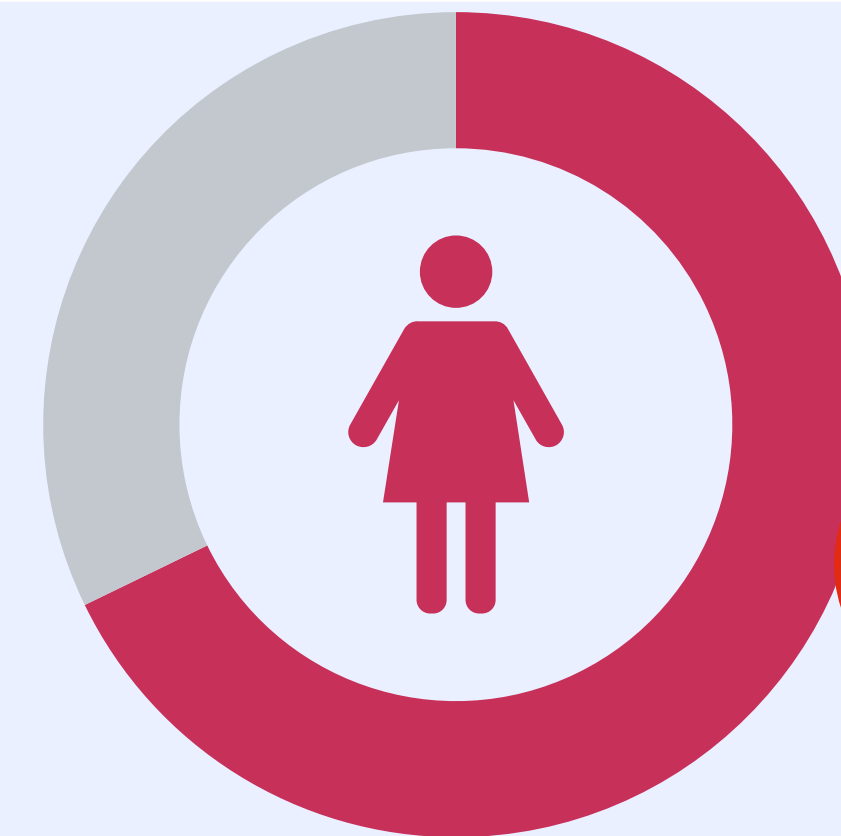
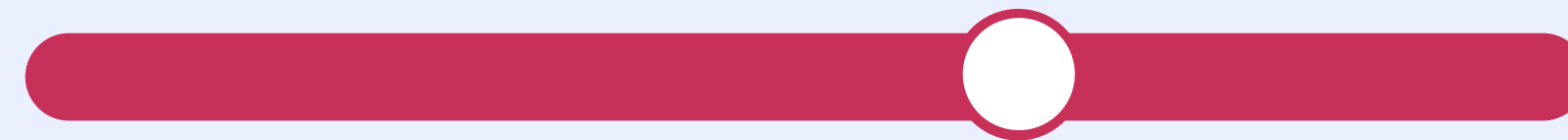
The 2024 Gender Pay Gap Report highlights key metrics on the average hourly pay difference between men and women at Highfield Healthcare, regardless of seniority, and aims to guide actionable change.

The reporting snapshot date is 15th June 2024, covering the period from 16th June 2023 to 15th June 2024.



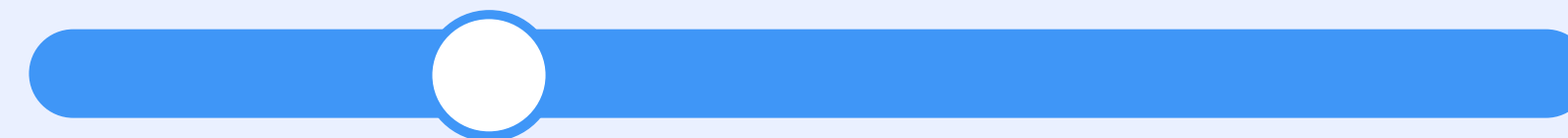
67.8%

Female workforce



32.2%

Male workforce





Mean Pay Gap

The mean pay gap is the average of all the hourly pay values men and women are paid. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females, expressed as a percentage of the male hourly rate.

Median Pay Gap

The median is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

3.38%

The mean pay gap for men is 3.38% higher than for women.



3.49%

The median pay gap for men is 3.49% higher than for women.

46.12%

The mean pay gap for **part-time** workers for men is 46.12% lower than for women.

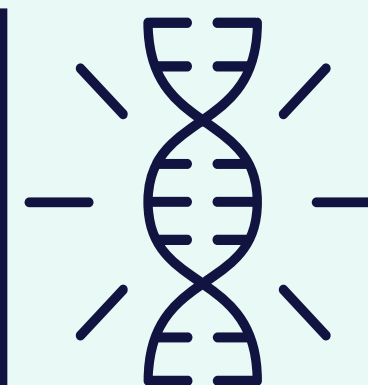


11.70%

The median pay gap for **part-time** workers for men is 11.70% lower than for women.

16.88%

The mean pay gap for **temporary** workers for men is 16.88% lower than for women.



9.61%

The median pay gap for **temporary** workers for men is 9.61% lower than for women.

Bonus and Benefit-in-Kind Pay Gap

These gaps often reveal disparities in the financial advantages received by employees in addition to their regular salaries.

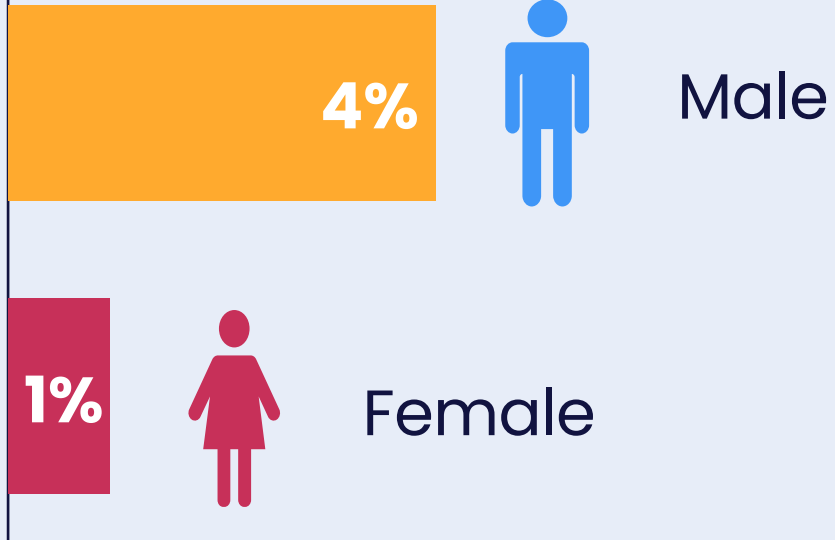
BONUS

Staff who received bonus



BENEFIT-IN-KIND

Staff who received Benefit in Kind



Our Pay Quartiles

67% Female
33% Male

**Upper
Quartile**

60% Female
40% Male

**Upper Middle
Quartile**

72% Female
28% Male

**Lower Middle
Quartile**

66% Female
34% Male

**Lower
Quartile**

Pay quartiles are based upon dividing the total number of our full-pay relevant employees into four equal parts.

To group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper.



Commentary on Results and Actions

At Highfield Healthcare, we fully recognise that our employees are the cornerstone of our success.

We are proud that female workers are strongly represented across our services, and we are dedicated to monitoring and investing in the development of female staff at senior levels.

Our commitment to fairness and equity extends to pay practices, with a strong emphasis on promoting gender equality.

Highfield Healthcare remains steadfast in its role as an equal opportunities employer, fostering an inclusive and supportive environment for all.

