

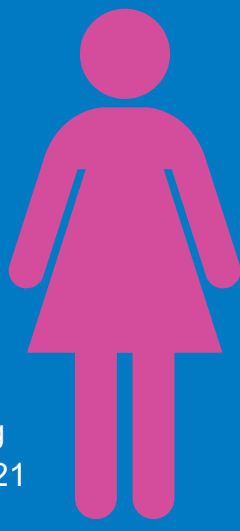
GENDER PAY GAP REPORT

5 April 2025 snapshot

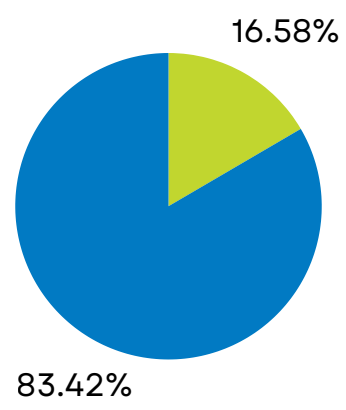
1 Male and Female Split

Our workforce has an employee base that is predominantly female.

This has remained fairly consistent when comparing yearly data from 5 April 2021 to present.



● Male ● Female



2 Gender Pay Gap: Mean and Median Average

● Male ● Female

Mean



Mean Gender Pay Gap % has slightly increased this year following 3 years of improvement. However, the gap remains lower than all previous years except 2024.

Median



Median Gender Pay Gap % has remained stable and small. The fact the median gap is significantly lower than the mean adds weight to the suggestion that high outliers are influencing the pay gap.

3 Proportion of males in each pay quartile

The highest paid quartile has a slightly higher proportion of men to women than the other quartiles.

This is where the average male pay gets pulled up, causing the gender pay gap.



● Male ● Female

LOWER



LOWER MIDDLE



UPPER MIDDLE



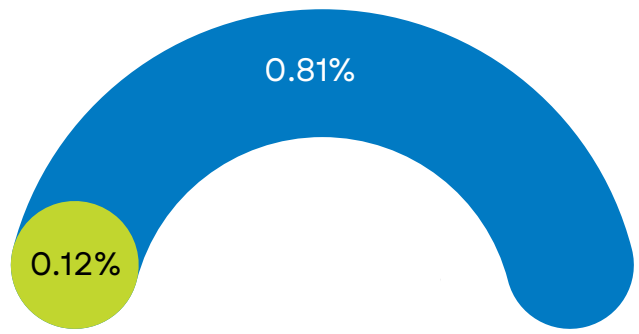
UPPER



4 Bonus payments (Clinical Excellence Awards)

● Male ● Female

In the small group of people receiving bonus, headcounts of men vs women are comparable, differing by only 1. However, in an organisation with a heavy female proportion, this has a dramatic impact on the overall proportions and averages.



5 Equality

The gender pay gap legislation expressly requires employers to report on 'men' and 'women'. Livewell Southwest recognises that gender identity is not limited to the categories of men and women.

Although gender pay gap regulations require Livewell Southwest to report on all employees as men and women, Livewell Southwest appreciates that some colleagues may not identify within this gender binary. Livewell Southwest welcomes and values colleagues of all gender identities.

