



# GENDER PAY GAP REPORT

Relevant Pay Period = April 2021

Relevant Bonus Period = April 2020 to March 2021.

Report prepared by: Rick Parry

Financial Controller and COFA.

Report authorised by: Paul Churchill

Head of Compliance and COLP.

## Summary

Under legislation and in guidance with The Equalities Act (2010) we are required to publish an annual report detailing the difference in pay between Male and Female employees within our business. This report is known as the Gender Pay Gap Report and consists of 6 calculations.

We are pleased to report that we do not have a significant gap in pay between genders, which supports our ethos of equality in the workplace. We are pleased to report that we have managed to reduce the gap even further this year.

**Number of Female Employees: 399**

**Number of Male Employees: 173**

## The Calculations:

1. The mean gender pay gap between male and female employees is 6.6%.
2. The median gender pay gap between male and female employees is 1.5%.
3. The mean bonus gender pay gap between male and female employees is 38.9%.
4. The median bonus gender pay gap between male and female employees is 66.4%.
5. The proportion of males and females receiving a bonus payment is 83.2% Male and 80.5% Female.
6. The proportion of males and females in each quartile pay band:



	Male	Female
Lower quartile band	37%	63%
Lower middle quartile band	24%	76%
Upper middle quartile band	27%	73%
Upper quartile band	39%	61%
	32%	68%

**Comments:**

It is good to see that the gender pay gap within our organisation is relatively small. This year's Gender Pay Gap report included employees from two acquired businesses and it should be noted that we have seen an increase in the bonus gender pay gap this year compared to the previous two years because of this.

Employees from the acquisitions were typed into ONP and came with different remuneration structures. The employees from the acquisition did not receive performance bonuses with the previous company, but did receive a smaller end of year bonus. 85% of these employees were female. This has resulted in an increase in the mean and median bonus gap. As we align bonus structure across the group, we will see this gap reduce.

The bonus structures we have in place do not distinguish between male and female employees, however, it is worth noting that it is still more popular within our workforce for females to take longer periods of parental leave, which results in reduced salary and bonus because the bonus is derived from productivity. It is also more popular for females to return on reduced hours than males, following the birth of a child, which also weights the salary and bonus figures towards males.

We continue to be mindful of the gender pay gap within our organisation and strive for equality and improvement.

I confirm that the data within this report is accurate.

Signed: 

**Paul Churchill**  
**Head of Compliance**  
**For and on behalf of O'Neill Patient Solicitors LLP**