



ONP Group Gender Pay Gap Report		Apr-22
Difference in hourly rate of pay - mean		11.8%
Difference in hourly rate of pay - median		2.8%
Difference in bonus pay - mean		2.2%
Difference in bonus pay - median		0.0%
Percentage of Males who received bonus pay		90.2%
Percentage of Females who received bonus pay		89.0%
Employees by pay quartile		
Quartile	Females	Males
<i>Upper: 75-100% of full-pay relevant employees</i>	62.7%	37.3%
<i>Upper middle: 50-75% of full-pay relevant employees</i>	72.4%	27.6%
<i>Lower middle: 25-50% of full-pay relevant employees</i>	70.9%	29.1%
<i>Lower: 0-25% of full-pay relevant employees</i>	69.4%	30.6%
<i>Overall gender split of full-pay relevant employees (not reportable)</i>	<b>68.8%</b>	<b>31.2%</b>

We are pleased to see only relatively small variances in our gender pay gap, the largest one being the mean difference in hourly rate of pay. The main reasons for this are

One male consultant and three male roles which are more group roles than specific to the company but are employed by the

1 company.

Omitting these would reduce the gap to 5%.

2 Male dominated roles in IT and Operations

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