



STATUTORY GENDER PAY STATEMENT 2020

1. Introduction

The analysis is based on salaries paid in April 2020. Nugent has until 4th April 2021 to publish our data on the government Department for Equalities website, together with a narrative explaining how we will seek to reduce any pay differences. This must also be placed on our website for a minimum period of 3 years.

2. Pay Data

The gender pay data for 2020 is shown below, compared with 2019. The calculations are based on headcount, rather than fte.

The mean pay gap has decreased since last year by 3.64% to 8.64%. The median pay gap has decreased by 4.97% to 8.21%

	2020	2019	Change
Mean Pay Gap	8.64%	12.28%	-3.64%
Median Pay Gap	8.21%	13.18%	-4.97%

Gender pay by quartile	2020		2019		% Change for Females in each quartile
	Males	Females	Males	Females	
Lower	14.05%	85.95%	16.55%	83.45%	+2.50%
Lower Middle	20.83%	79.17%	15.97%	84.03%	-4.86%
Upper Middle	34.17%	65.83%	28.47%	71.53%	-5.70%
Upper	32.50%	67.50%	36.11%	63.89%	+3.61%

We have defined pay scales for each of our roles, which means that male and female staff receive the same pay for doing the same job.

The table below shows the recipients of the top 20 and top 50 salaries by gender. Also shown is the CEO's salary expressed as a multiple of Nugent's male and female average salaries, and of Nugent's lowest salary.

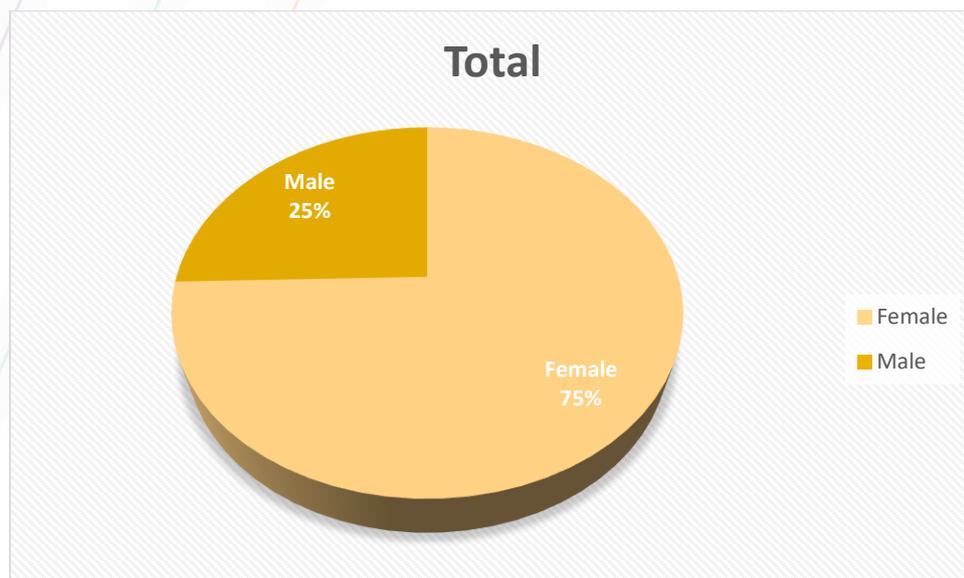
Highest salaries paid to:	2020		2019	
	Males	Females	Males	Females
Top 20 highest salaries	8	12	9	11
Top 50 highest salaries*	18	35	22	34

* more than one person may receive the same salary, so the totals do not equate to 50

Salary multiples	2020		2019	
	Male average	Female average	Male average	Female average
CEO to average	4.10	4.12	4.77	4.77
CEO to lowest	5.68	5.68	5.45	5.45

3. Addressing the Pay Gap

The overall gender split is shown below. The number of female employees significantly outweighs the number of male employees.



Within all quartiles we have significantly more females.

We recognise that reducing our gender pay gap requires concerted effort at every level of our organisation, from recruitment through to progression opportunities.

Over the next 3 years we will take the following key actions to address the pay gap:

1. Explore how we can attract more men into our organisation to create better gender balance at all levels.
2. Career Development opportunities will be promoted and explored further to retain talent.
3. Implement outcomes from the independent review of our organisational structure and Pay Review.
4. Creation and implementation of a competency framework.

4. Summary

These statistics demonstrate that we employ more women than men across the quartiles; this is common within the healthcare sector.

We are committed to removing barriers to equality in the workplace. We will continue to address the gender pay gap through the actions identified within section 3 of the report.

Hetal Mainwaring
Head of People