



STATUTORY GENDER PAY STATEMENT 2022

1. Introduction

The analysis is based on salaries paid in April 2022. Nugent has until 4th April 2023 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 2022 is shown below, compared with 2021. The calculations are based on headcount, rather than fte.

The mean pay gap has changed from 7.8% in 2021 to 7.6%. The median pay gap has decreased from 17.98% in 2021 to 15.43% in 2022

	2022	2021	Change
Mean Pay Gap	7.62%	7.80%	-2.55%
Median Pay Gap	15.43%	17.98%	-0.18%

Gender pay by quartile	2022		2021		% Change for Females in each quartile
	Males	Females	Males	Females	
Lower	35.4%	64.6%	25%	75%	-10.4%
Lower Middle	4.1%	95.9%	11%	89%	6.9%
Upper Middle	28.9%	71.1%	32.7%	67.3%	3.8%
Upper	32.6%	67.4%	31.3%	68.7%	-1.3%

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:	2022		2021	
	Males	Females	Males	Females
Top 20 highest salaries*	9	19	6	14
Top 50 highest salaries**	19	33	18	33

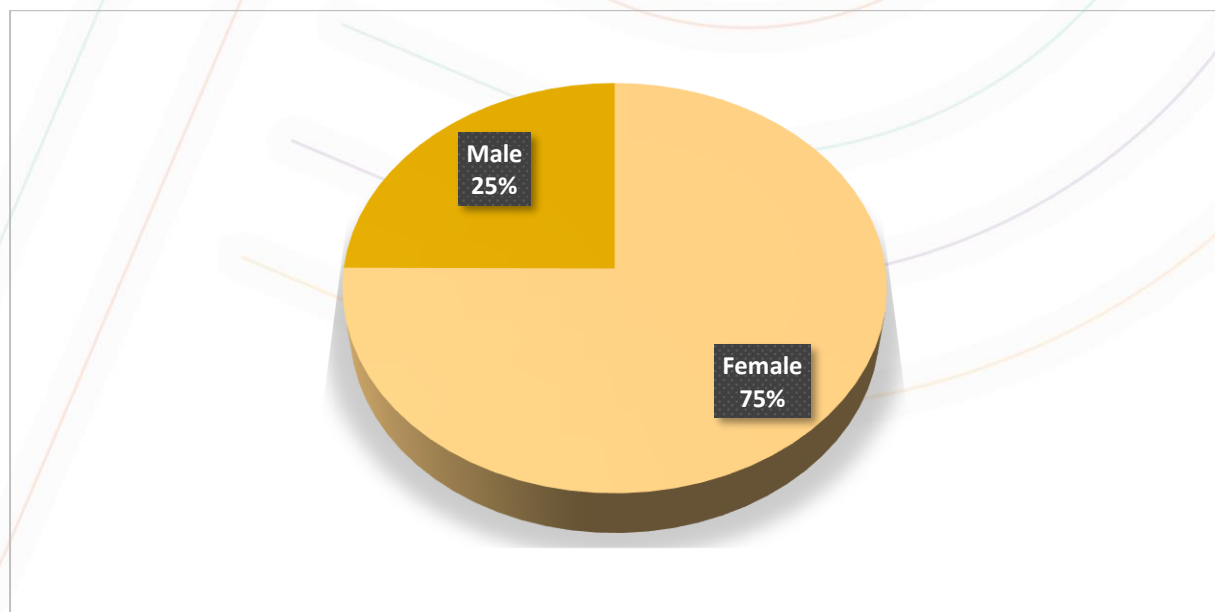
* more than one person may receive the same salary, so the totals do not equate to 20

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

Salary multiples	2022		2021	
	Male average	Female average	Male average	Female average
CEO to average	4.72	5.58	4.24	5.17
CEO to lowest	5.58	5.58	5.59	5.59

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.

We will continue to implement our EDI Strategic Framework and explore how we can attract more men into our organisation to create a better gender balance.

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 as part of our EDI Strategic Framework. The five overarching strategic priorities which we aim to deliver through this EDI Strategic Framework are:-

1. Be an inclusive place to work
2. Support the health and well-being of our staff
3. Promote a just culture for our staff and beneficiaries
4. Improve cultural competence of our leaders and the diversity of our teams
5. Improve our EDI evidence base and extend our insight

Hetal Mainwaring

Head of People