



# STATUTORY GENDER PAY STATEMENT 2023

## 1. Introduction

The analysis is based on salaries paid in April 2023. Nugent has until 4<sup>th</sup> April 2024 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 2023 is shown below, compared with 2022. The calculations are based on headcount, rather than full time equivalent.

The mean pay gap has changed from 7.6% in 2022 to 10.82% in 2023. The median pay gap has decreased from 15.43% in 2022 to 11.77% in 2023

	2023	2022	Change
Mean Pay Gap	10.82%	7.62%	+3.2%
Median Pay Gap	11.77%	15.43%	-3.7%

Gender pay by quartile	2023		2022		% Change for Females in each quartile
	Males	Females	Males	Females	
Lower	18.6%	81.4%	35.4%	64.6%	+16.8%
Lower Middle	16.7%	83.3%	4.1%	95.9%	-12.6%
Upper Middle	20.6%	79.4%	28.9%	71.1%	+8.3%
Upper	31.4%	68.6%	32.6%	67.4%	+1.2%

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 next table 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.

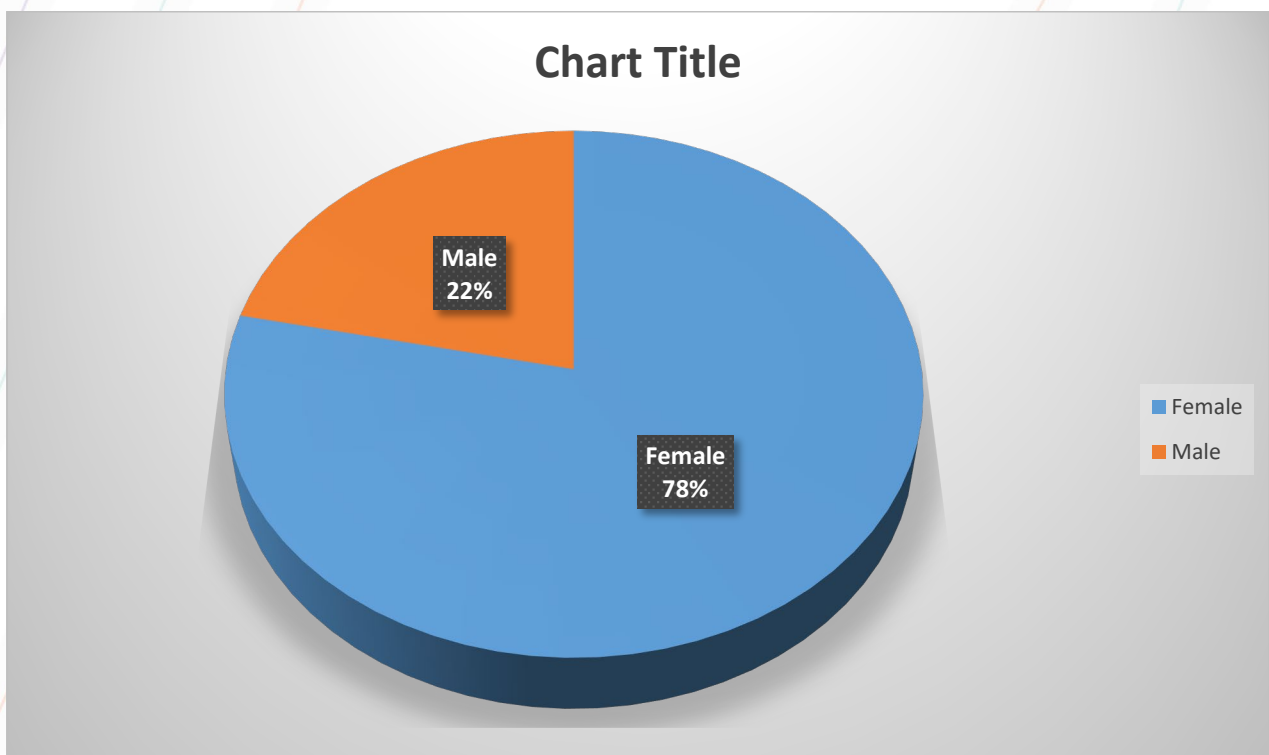
	2023		2022	
Highest salaries paid to:	Males	Females	Males	Females
Top 20 highest salaries	6	14	9	19
Top 50 highest salaries*	19	32	19	33

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

	2023		2022	
Salary multiples	Male average	Female average	Male average	Female average
CEO to average	4.68	5.31	4.72	5.58
CEO to lowest	7.48	7.48	5.58	5.58

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

Our implementation of the EDI Strategic Framework, continues to explore how we can attract more men into our organisation to create a better gender balance.

#### **4. Summary**

The statistics outline 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

Our focus will remain on retaining and attracting talent to Nugent. We also promote participation for all of our EDI forums and our Nugent Staff Forum.

Hetal Mainwaring

Head of People