

Baywater Healthcare

Gender Pay Gap Report

5 April 2025

Gender Pay Gap Report

At Baywater Healthcare our vision is to be the healthcare partner of choice, delivering high quality, cost-effective care to patients closer to their home.

We are guided by our values in everything we do and believe in creating a diverse workforce which reflects the service users and communities we serve.



Gender Pay Gap Explained

What is it?

The gender pay gap is a measure of the difference in the average pay of all men and women across an organisation, regardless of the nature of their work.

It is not the same as equal pay which deals with the pay men and women receive for doing the same or similar roles, or work of equal value.

Why are we reporting it?

From April 2018 the law required legal entities with 250 or more employees to publish information every year on their gender pay gap.

At 5 April 2025 Baywater Healthcare had 501 employees.

What do we report on?

Baywater Healthcare needs to publish data that shows:

- The difference in the mean (the average figure in a set of data) and median (the middle number in a list in numerical order) pay of male and female employees.
- The difference in mean and median bonus pay of male and female employees.
- The proportion of male and female employees who were paid a bonus in the previous year.
- The proportion of male and female employees in quarterly pay bands.



Results

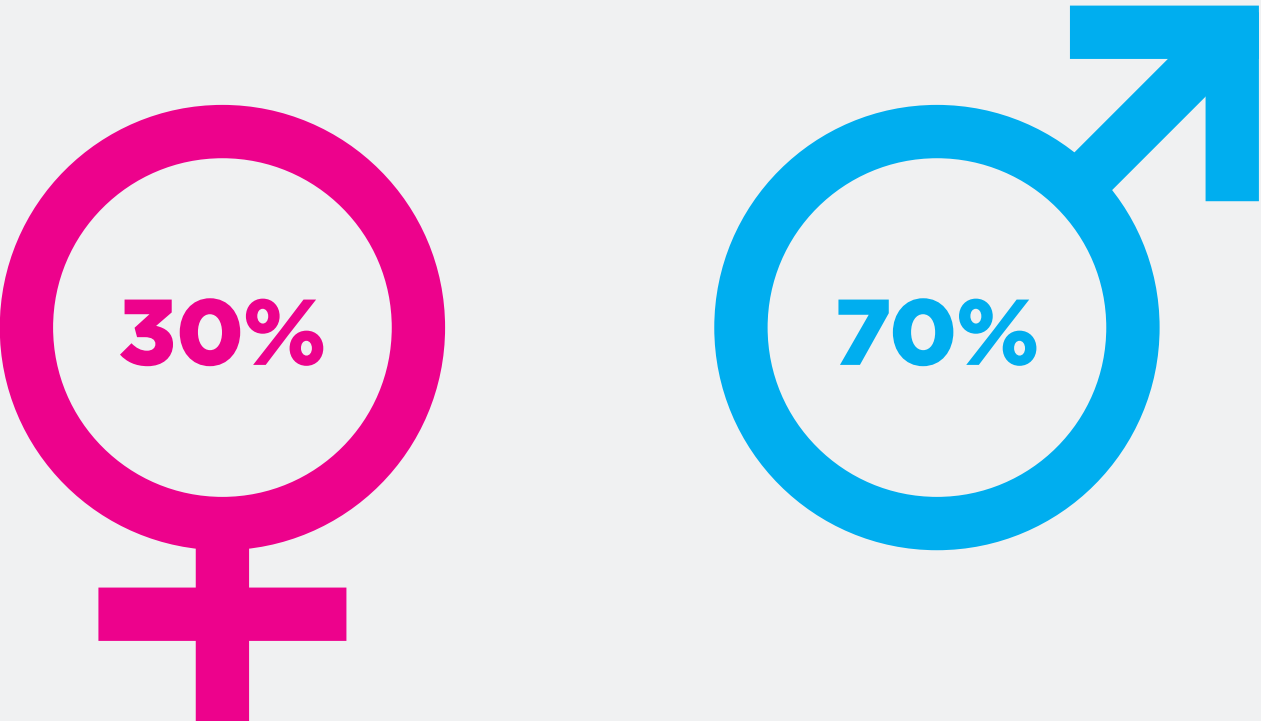
Pay

The mean pay was 3% higher for female employees, while the median pay was 10% higher for male employees.

Baywater Healthcare is confident that the gender pay gap reported is the result of the roles in which men and women work within the company, and their length of service. It is not the result of paying men and women differently for the same work.

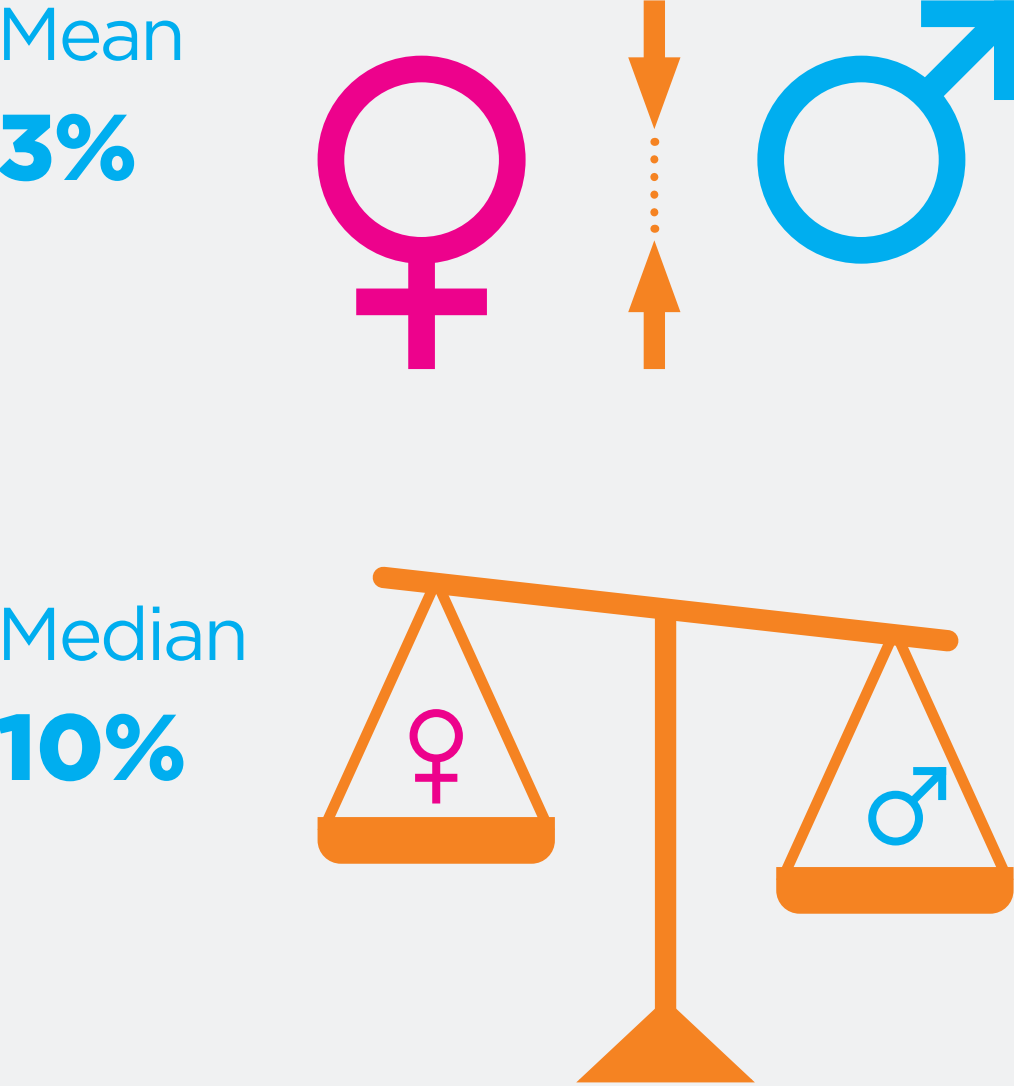
Gender balance of employees

Based on full pay relevant employees at 5 April 2025.



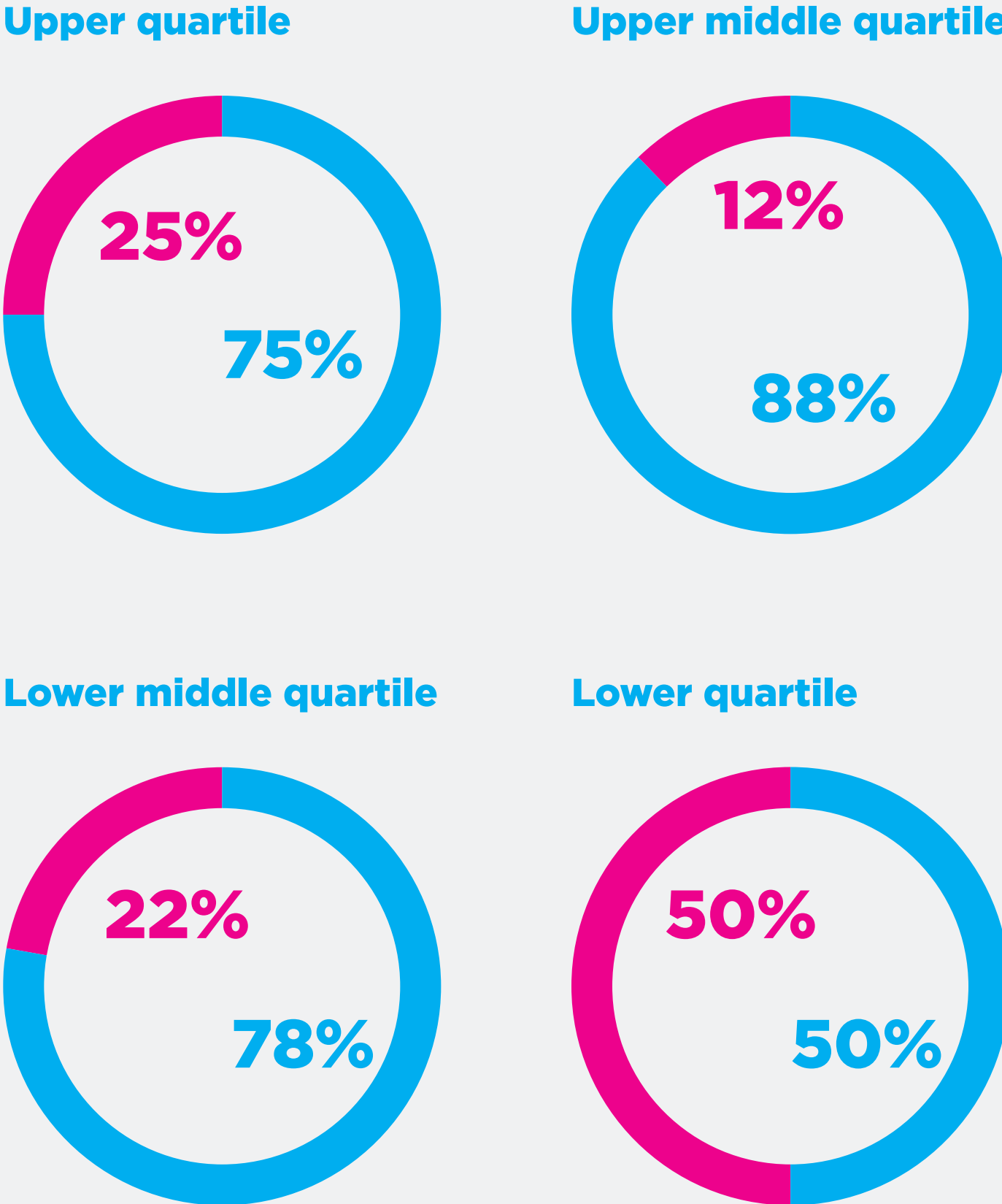
Gender pay gap

Difference in mean and median pay between males and females.



Pay quartiles

The percentage of males and females employed in each quartile of the pay list.



Results

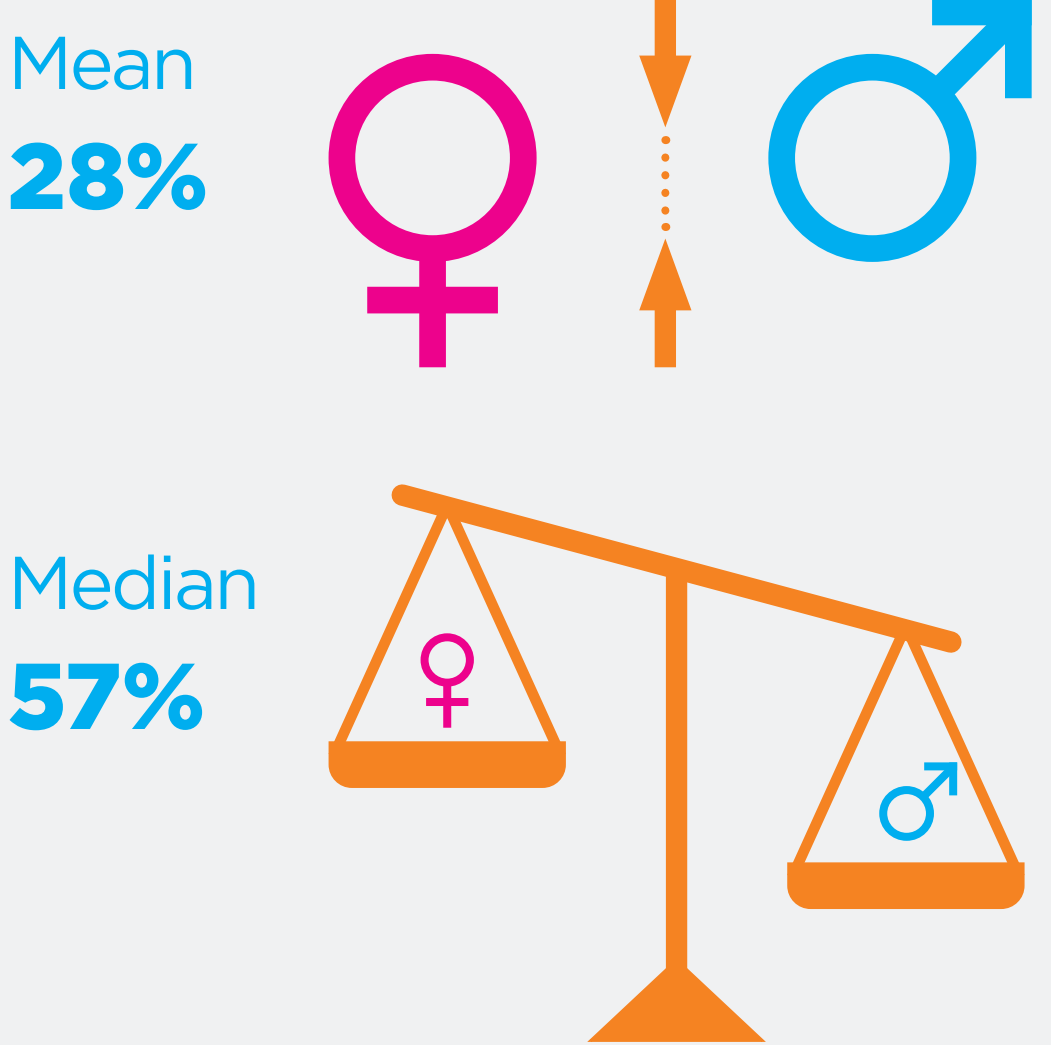
Bonus

The mean bonus pay was higher by 28% for male employees, while the median bonuses paid were 57% higher for male employees

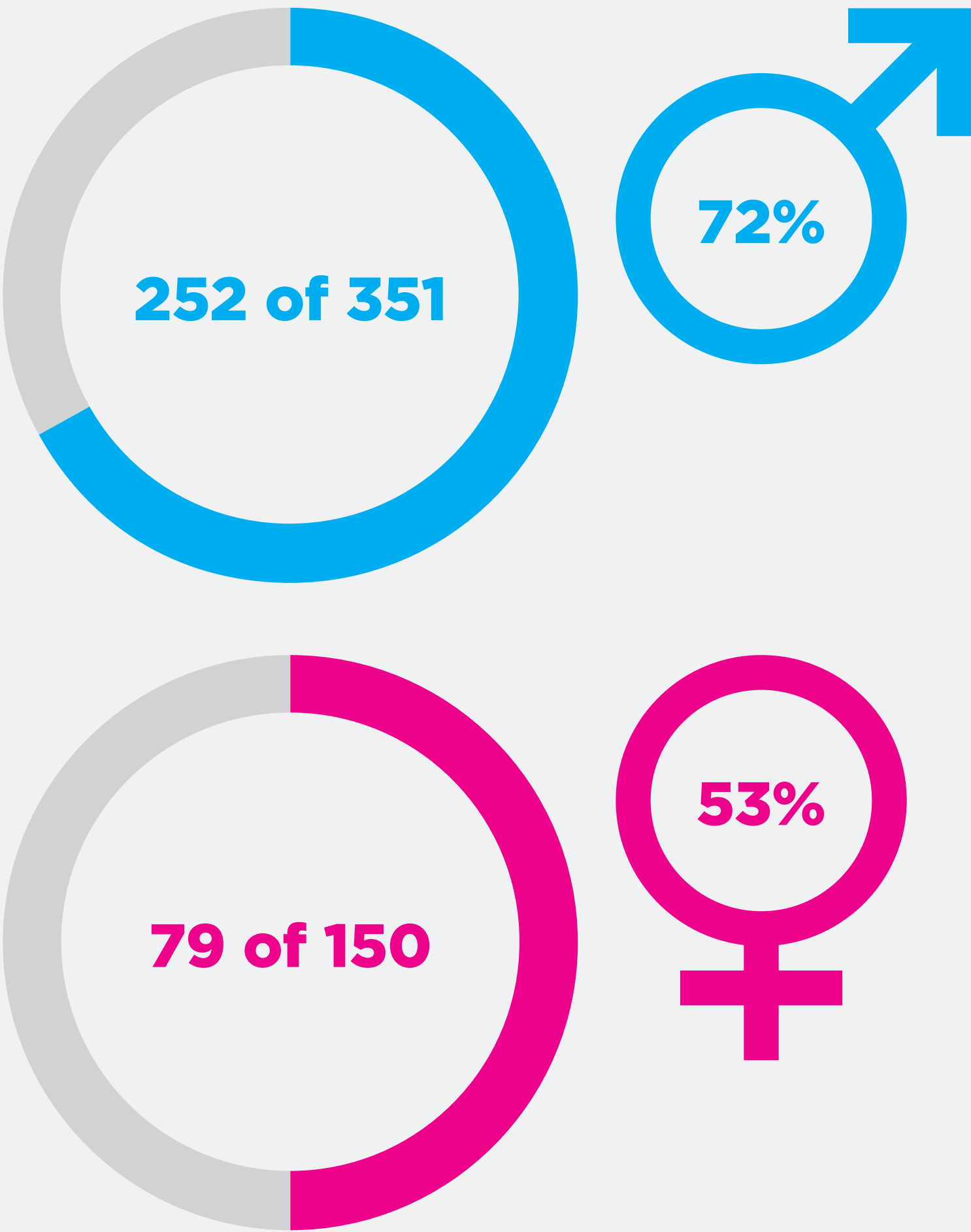
The percentage of male and female employees receiving a bonus was 72% and 53% respectively.

The way we are asked to calculate the bonus gap uses actual bonus paid and does not take into account pro-rated bonuses paid where employees join part way through a bonus period.

Bonus pay difference



Bonus pay proportion



Understanding our Gap

Business change

Baywater Healthcare employs a high number of staff in traditionally male dominated roles. We are committed to attracting women to these roles and believe that recent increased diversification in service offerings will help attract more women to roles.

Bonus levels

Changes to employees entitled to bonus payment will have a significant impact on the bonus gap. This will also fluctuate year on year depending on the level of bonus payments.

Baywater Healthcare has introduced a structured operational bonus scheme into an area of the business that is naturally male dominated. These employees were not previously entitled to such pay awards. This has contributed to higher mean and median bonus figures for male employees.

Our ambition is to attract, develop and retain talent across the business.



Statutory Disclosures

Mean and median pay gap

Mean	3%
Median	10%

Mean and median bonus gap

Mean	28%
Median	57%

Percentage of males and females receiving a bonus payment

Male	72%
Female	53%

Proportion of employees in each pay quartile (male/female)

Upper quartile	75%/25%
Upper middle quartile	88%/12%
Lower middle quartile	78%/22%
Lower quartile	50%/50%

Declaration

We confirm the information and data reported is accurate as of 5 April 2025



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