

**Gender Pay Gap Report – As at 31 March 2023**

The Gender Pay Gap legislation was introduced in April 2017 and requires all employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between male and female employees.

At Locala, we are committed to ensuring that all our employees are treated fairly, with dignity and respect, and with an equality of opportunity throughout their careers with us. Measuring, understanding, and reporting our Gender Pay Gap is an important step on this journey.

**Gender Pay Gap – Data**

The data which is included in each category is defined in the published guidelines including the items relevant to Locala to be included under bonus i.e. long service awards and clinical excellence awards.

	2023	2022
Mean Gender Pay Gap	18.0%	19.7%
Median Gender Pay Gap	6.4%	1.6%
Mean Bonus Gender Pay Gap	52.9%	66.4%
Median Bonus Gender Pay Gap	81.2%	88.9%
Proportions		
Proportion of men receiving a bonus	1.5%	0.8%
Proportion of women receiving a bonus	2.2%	1.6%
Hourly pay rate Quartiles <b>Female:Male</b>		
Q1	89.8%	91.6%
Q2	94.6%	92.2%
Q3	93.5%	95.8%
Q4	86.4%	86.7%

The key points for Locala’s 2023 data are;

- Overall, we have seen an improvement (by way of reduction) on the mean gender pay gap of 1.7%, meaning that the gap is currently 18.0%
- The median pay gap has increased to 6.4%, indicating that there is a relatively static proportion of males now employed compared to the previous year
- There has been a considerable decrease of the Mean Bonus Gender Pay Gap reflecting the higher levels of woman in Medical & Dental, with the proportion for both males and females receiving a bonus increasing from the previous year.
- Females mean bonus pay is now 52.9%, lower than males, a positive shift of 13.5% in comparison to 2022 when it was 66.4% lower.

- Female median bonus pay continues to be lower than for males by 81.2% - a 7.7% reduction from the previous year. The percentage of Males and Females receiving a bonus payment has increased. Three Clinical Excellence Awards were awarded to Females, with one awarded to a Male colleague. 28 Female colleagues were awarded for Long Service, with one Male being awarded.
- Quartiles divide everyone into 4 roughly equally sized groups. Q1 contains the 25% of people on the lowest Q4 contains the 25% of people on the highest wages. The Quartiles have not changed significantly from the previous reporting period, with only a slight change in the representation on Males in Quartile 1.

Steady progress to improve the mean gender pay gap continues with a slightly higher proportion of Males employed by Locala (91.1% v male 8.9% for this reporting period).

### **Addressing the gender pay gap**

An Equality, Diversity & Inclusion (EDI) Action Plan to Develop a Diverse & Inclusive Workforce underpins our continued commitment to create a fairer and more equal Locala for all colleagues.

Each year will focus on agreed priorities to improve workplace experiences and increase representation for colleagues from underrepresented groups – with a particular focus on Board and senior level positions.

Our continued focus on EDI is driven by EMT and Board and is the responsibility of everyone in the organisation, regardless of seniority.

Collaboration with the Inclusivity Group and stakeholders will ensure an increase in tangible, measurable activities to create greater equality, equity, diversity and inclusion throughout Locala.

Supporting our EDI Plan are our Career Pathways which have been created to allow colleagues to proactively plan development, whether professional or holistic and understand the skills required for each role within Locala before such a time as the role is advertised. It is anticipated this workstream will further enhance and promote diversity across our workforce, including an improved gender pay balance.

Community Engagement is key to attracting, developing and retaining a diverse workforce to care for our equally diverse communities and will, in time support health inequalities experienced by our service users.