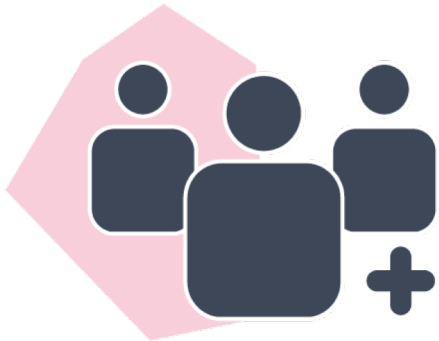
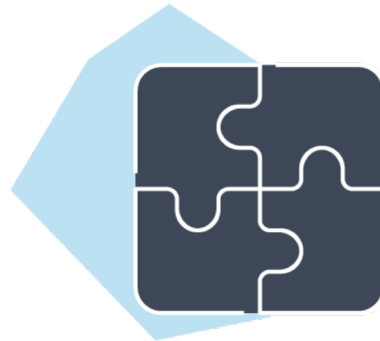


Gender Pay Report 2024

Published April 2025



**PEOPLE
FIRST**



**WORKING
TOGETHER**



**A HEALTHIER
FUTURE**



Introduction

At OneMedical Group, our vision is simple but powerful: *we want to see people thrive through better health and wellbeing*. That starts with our people; the colleagues who power our services every day with compassion, skill, and commitment.

We are proud to be a healthcare organisation where women make up the majority of our workforce. This reflects the caring, people-first nature of our work. However, our latest gender pay gap data shows a need to better understand how representation varies across roles and pay levels.

Our mean gender pay gap stands at 36%, and our median gap at 49%. These figures are not a result of women being underpaid for equal work; rather, they reflect the underrepresentation of men in lower-paid roles such as administrative jobs, patient navigators and HCA's, which raises the average and median male pay. Conversely, women are more evenly represented across all levels of the organisation, including in entry level roles that are vital but require less qualifications and are lower-paid such as patient navigators, administration and HCA.

Our values; *people first, working together, and a healthier future*, guide us as we take action. We are committed to improving how we recruit, develop and retain colleagues in a way that is inclusive and balanced, with clear pathways and support for all.



Building a healthier future for all

At OneMedical Group, we are proud to be a people-led organisation with a longstanding commitment to championing diversity and inclusion. As of this year, 83% of our workforce is female, a reflection of our continued efforts to create a workplace where women thrive across all levels and areas of the business.

This isn't new for us. When we first launched in 2004, as OneMedical - then solely a healthcare estates company, our team was already predominantly female. Today, while our healthcare workforce mirrors national trends (with the NHS also reporting a similar percentage of female staff), we remain distinctive in the property and construction space with 75% of our staff being female.

We recognise that many women are drawn to careers in healthcare, and at OneMedical Group, we're committed to ensuring those careers are varied, meaningful, and full of opportunity. Whether through clinical, operational, or property roles, we will continue to support career development, nurture talent, and provide a positive space for our people to pursue their passions.



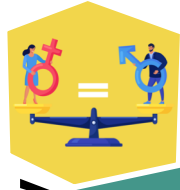
Definitions



Gender Pay Gap

The gender pay gap measures the difference between men and women's average pay.

This is different to equal pay.



Equal Pay

Equal pay means that women and men have the right to receive equal remuneration for work of equal value. This means ensuring that women and men working in identical or similar jobs receive the same pay.



Mean Pay Gap

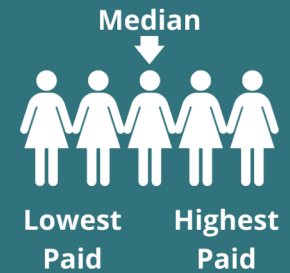
The difference between men's and women's average hourly pay.

The mean is the sum of each gender group's pay, divided by the number of employees.



Median Pay Gap

The difference between midpoints in the ranges of hourly earnings for men and women.



The Report

The existence of a gender pay gap does not mean that an organisation does not pay people equally for the same job.

One Medical Group recognises that an individual may have a gender identity which is different to that of a man and woman. This report is written in line with the guidance for gender pay gap reporting, which only uses the terms male or female/ men or women.

Information provided is for the year ending 5th April 2024.

Building a healthier future for all

Our purpose

We are building a healthier future for all

Our vision

We want to see people thrive through better health and wellbeing



Our values



PEOPLE
FIRST



WORKING
TOGETHER



A HEALTHIER
FUTURE

Where we deliver our strategy



Our strategic objectives

- Deliver excellence in outcomes, safety and experience
- Business and financial strength, sustainability and growth
- High performance behaviours and operational effectiveness
- Positive Impact on society and our environment
- The leading employer of choice in our sector

Driven by our six C's

Communication
Clarity
Consistency
Connectivity
Curious
Courageous

Our Gender Pay Gap Data

Our **mean** gender pay gap is

36%



Compared to 35% in 23-24

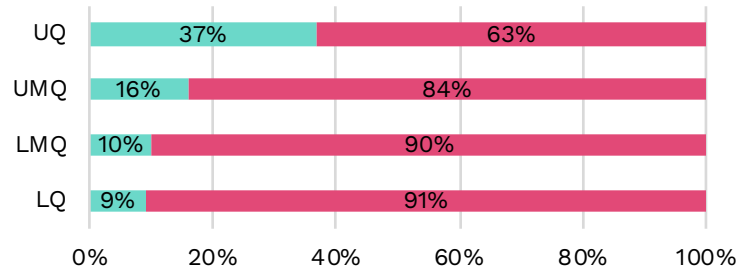
Our **median** gender pay gap is

49%

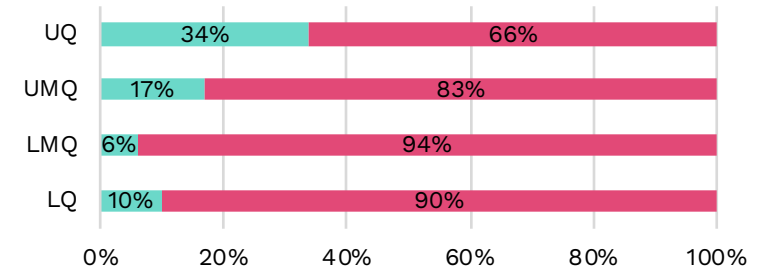


Increased from 43% in 23-24

Proportion of **males** and **females** in each pay quartile 23-24



Proportion of **males** and **females** in each pay quartile 24-25



Our mean bonus pay gap is

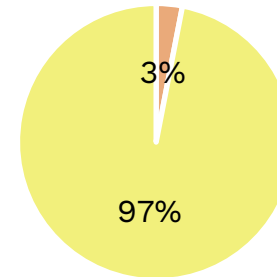
85%

Our median bonus pay gap is

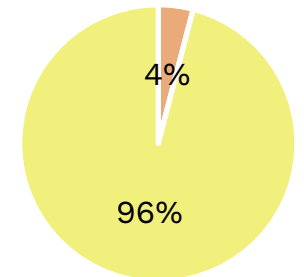
57%

3.05% of females and **4.05%** of males received a bonus in the year to April 2024.

Percentage of Females



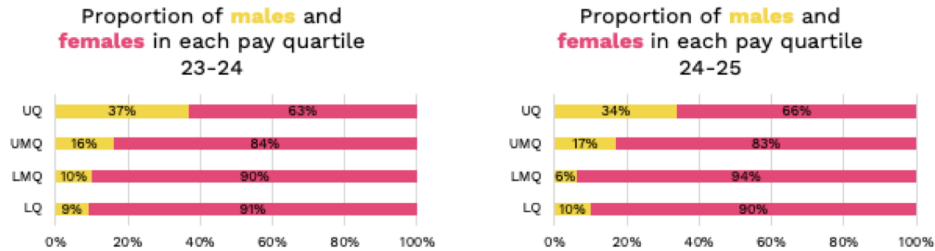
Percentage of Males



Received Bonus No Bonus

Received Bonus No Bonus

What does this data mean?



Different employees earn different salaries. Quartiles help us understand how these salaries are distributed between genders.

First imagine you lined up all the salaries from lowest to highest.

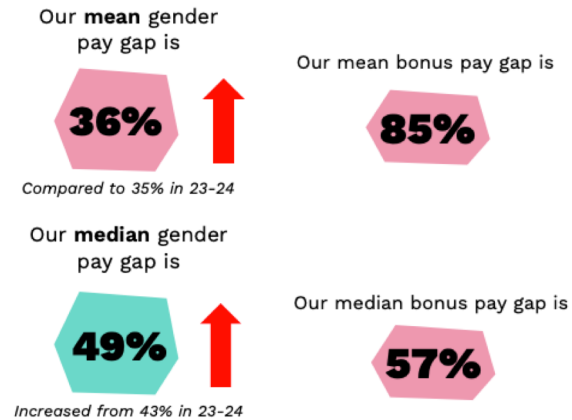
1.Lower Quartile (Q1): The lower quartile contains the employees who earn salaries that fall into the bottom 25% when compared to all the salaries at OneMedical Group.

2.Lower Middle Quartile (Q2): This contains the employees who earn in between the lower 25%-50%.

3.Upper Middle Quartile (Q3): Similar to the lower middle quartile, but for the upper half of the salaries. It's the salaries between 50%- 75%. 50% of employees earn less than people in this category and only 25% earn more.

4.Upper Quartile (Q4): The employees in this quartile fall within the top 25% of salaries at OneMedical Group.

It shows us how spread out the earning levels are for both genders. This data confirms that the Gender Pay Gap has increased from 2023 to 2024.



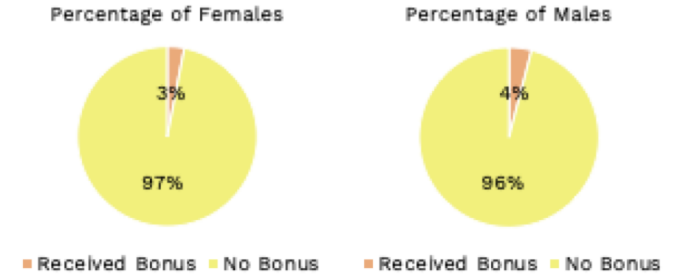
Mean Gender Pay Gap: The difference in average earnings between all men and all women at OneMedical Group.

Median gender pay gap: The difference in earnings between the middle-earning man and the middle-earning woman at OneMedical Group.

Mean Bonus Gap: The mean bonus gap measures the disparity in average bonus payments between men and women at OneMedical Group

Median bonus gap: This measures the difference in bonus payments between the middle-earning man and the middle-earning woman at OneMedical Group.

3.05% of females and 4.05% of males received a bonus in the year to April 2024.

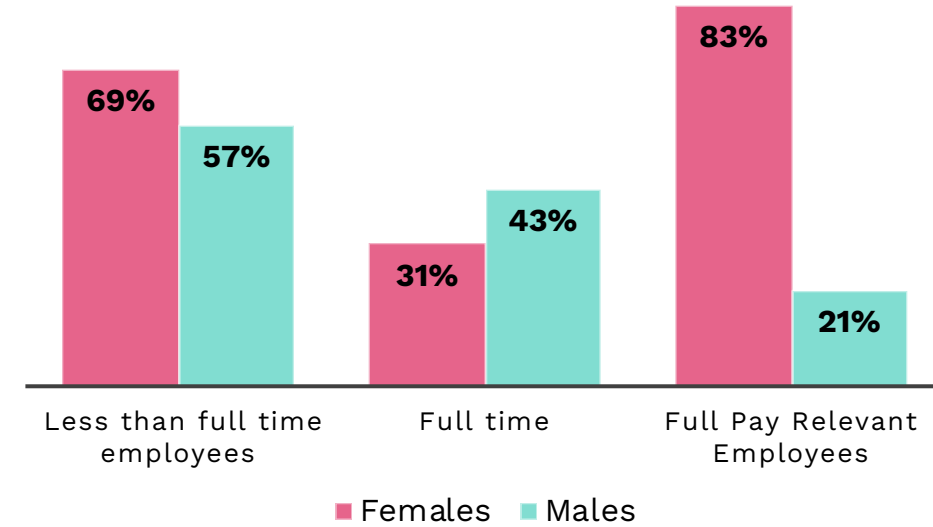


A bonus is defined as any additional sum of money payed on top of a contracted salary.

This includes funds received from refer a friend payments.

Why do we have a gender pay gap?

- The report shows that men and women working across OMG work an average of 29 hours per week.
- There are more males working full time hours (40 hours per week) than females.
- More females are classed as 'Full pay relevant employees'.
- Across OneMedical, only 57% of men work less than full time hours (40 hours per week) compared to 69% of women.
- There is a higher percentage of women (83%) working across the organisation as "Full Pay Relevant Employees" than men (21%) and this is the case when looking at each quartile of mean pay. **Full pay relevant employees refer to those who have had no absences within the 12 month period.**

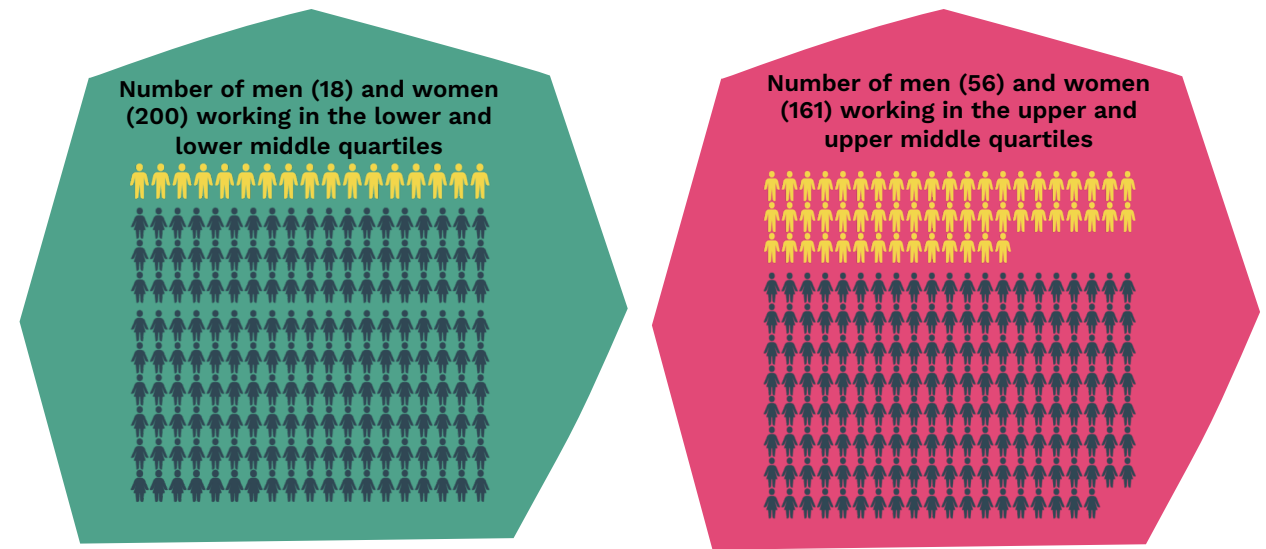


The two biggest quartiles for females are the lower quartile and lower medium quartile. This means the majority of these lower paying roles are being filled by females bringing their average pay down.

However, 83% of the Upper Middle Quartile and 66% of the Upper Quartile are also occupied by females - females hold the majority of positions in every quartile.

Whereas, the biggest percentage quartile for males is the Upper Quartile occupying 34% of these roles. The next highest male percentage is in the Upper Middle Quartile where they occupy 17% of the job roles.

This shows the majority of men in the business do not work in the lower pay quartiles. While females hold most of the positions across all quartiles, they occupy an even bigger majority of jobs in the lower paying quartiles bringing the average pay statistics down dramatically.



Ethnicity Statistics

Our survey said:

100%

The people I work with are respectful to one another regardless of age, disability, gender, culture, background, race, religion, pregnancy etc.

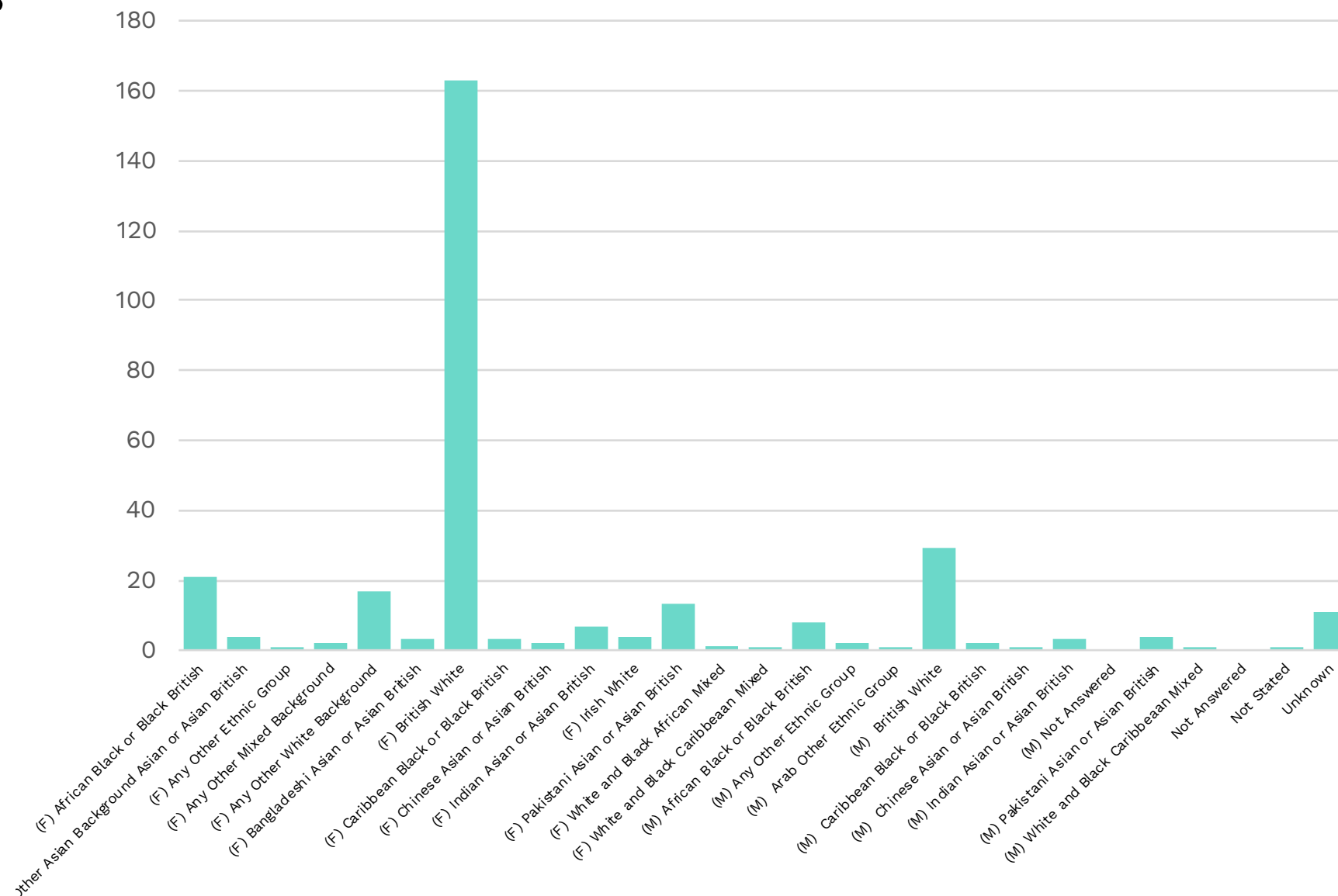
95%

I feel people of all cultures and backgrounds are valued and respected at OneMedical Group.

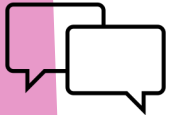
84%

I feel comfortable discussing my background, beliefs and cultural experiences with my colleagues.

Sum of Ethnicity Answered



Reporting back on last year's actions



85%

All of our Freedom to Speak Up Champions are female.



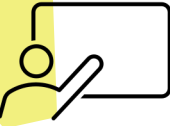
80%

Within our Group Wide Leads, 80% of the roles are held by women.



In last 12 months we have recruited:

37 males
129 females



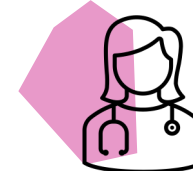
Over 50

Policies to be reviewed this year



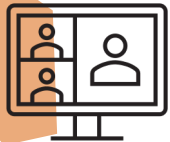
3/4

Our OneMedical Property Team were predominantly female with three out of four of the team being women.



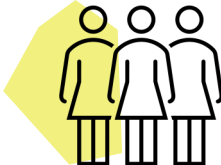
78%

From our service business managers, 78% were female. At our Central Support Centre, 77% of the managers were female.



2

Our Menopause Chat sessions take place digitally so that anyone can attend. Two sessions took place during the reporting period.



£20

Annual HRT certificate charge is covered by OneMedical Group for any members of staff needing it.



66.66%

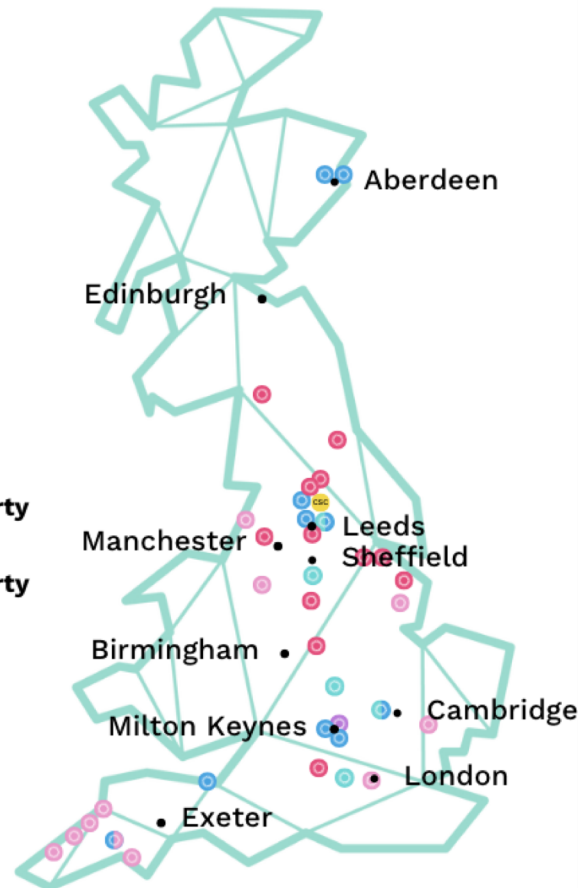
Our Executive Team was made up of six females (63%) and three males.

2024 to 2025 Action Plan

Women's Health	<ul style="list-style-type: none">• Grow our women's health initiatives by implementing women's health champions• Increase everyone's understanding of women's health issues by offering more training opportunities and featuring it more on the company intranet and in the quarterly newsletters• Implement site-specific Wellbeing Champion team
Recruitment and Retention	<ul style="list-style-type: none">• Continue with the promotion of jobs internally to promote progression• Build on the number of female colleagues benefitting from on-the-job training through apprenticeships• Continue recruiting with flexibility in mind• Seek feedback from Men within LMQ and LQ roles to see how we can better promote our vacancies and retain existing workforce
Skills and Training	<ul style="list-style-type: none">• Creation of an annual internal training plan to run alongside statutory and mandatory training• Improve the induction and onboarding process to increase staff retention
Freedom to Speak Up	<ul style="list-style-type: none">• Develop the already existing network of Freedom to speak up guardians by promoting internal events• Increase visibility and understanding of our Speak Up process
Communication	<ul style="list-style-type: none">• Continue to ask our workforce for their opinion across all subjects, and openly share the results with them• Engagement champions at each service to better represent our staff• Implementing more site specific newsletters so staff are better informed about opportunities, news and other initiatives• Implementing wellbeing calendar of events
Equality, Diversity and Inclusion	<ul style="list-style-type: none">• Quarterly meetings of our Equality, Diversity and Inclusion Committee (EDI), continuing to ensure the members represent everyone at OneMedical Group• With the Committee, creation of an EDI policy and a Zero Tolerance policy• Update our website and digital presence to better reflect our values and the work we do with our communities
Menopause, Period Products and HRT	<ul style="list-style-type: none">• Commit to continuing to pay for female employees' HRT certificates• Monthly provision of period products across all of our sites• Quarterly online Womens Health/Menopause sessions, open to all and led by a clinical lead

Where we work

-  **Primary Care**
-  **Urgent Care**
-  **Joint PC & UC**
-  **OneMK PCN**
-  **OneMedical Property Portfolio 1**
-  **OneMedical Property Portfolio 2**
-  **CSC Central Support Centre**



Get in touch

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