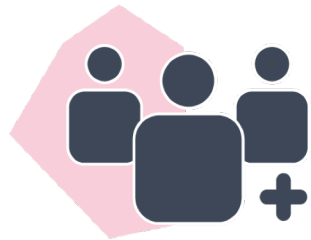
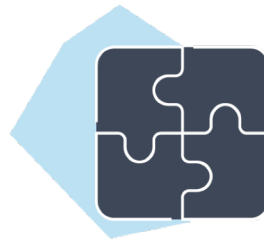


# Gender Pay Report 2025

Published April 2026



**PEOPLE  
FIRST**



**WORKING  
TOGETHER**



**A HEALTHIER  
FUTURE**

# Our Gender Pay Gap Data

## Percentage of Male and Female in each hourly pay quarter

Hourly pay quarter	Male	Female
Upper hourly pay quarter	34%	66%
Upper middle hourly pay quarter	17%	83%
Lower middle hourly pay quarter	6%	94%
Lower hourly pay quarter	10%	90%

## Mean and median gender pay gap using hourly pay

Mean and median gender pay gap using hourly pay	Percentage
Mean gender pay gap using hourly pay	36%
Median gender pay gap using hourly pay	49%

## Percentage of Male and Female who received bonus pay

Bonus pay refers to any remuneration received by an employee in addition to their basic salary. This includes the Refer a Friend Recruitment Incentive Scheme.

Percentage of Male and Female who received bonus pay	Male	Female
Percentage of Male and Female who received bonus pay	4.1%	3.1%

# Our Gender Pay Gap Data

## Mean and median gender pay gap using bonus pay

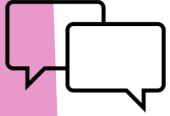
Bonus pay refers to any remuneration received by an employee in addition to their basic salary. This includes the Refer a Friend Recruitment Incentive Scheme.

Mean and median gender pay gap using bonus pay	Percentage
Mean gender pay gap using bonus pay	85%
Median gender pay gap using bonus pay	57%

## Employee headcount

Employee	Headcount	Percentage
Female	353	83%
Male	72	17%
Total	425	100%

# Reporting back on last year's actions



**75%**

All of our Freedom to Speak Up Champions are female.



**80%**

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



**8/9**

Colleagues on apprenticeship schemes were female



**16**

Policies reviewed this year



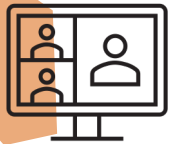
**3/4**

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



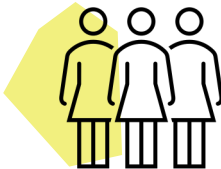
**92%**

Of our service business managers, 92% were female. At our Central Support Centre, 77% of the managers were female.



**4**

Menopause Champions



**13**

Communication Champions introduced to help the flow of internal communications across the group



**66.66%**

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



**Updated**

Our website to better reflect our values and the work we do with our communities



**27 Males**

**104 Females**

Recruited this year

# 2026-27 Action Plan

<p>Women's Health</p>	<ul style="list-style-type: none"> <li>• Grow our Women's health initiatives by implementing more Women's health champions – we currently have 4</li> <li>• Implement a new menopause group with quarterly meetings</li> <li>• Continue to increase understanding of Women's health by taking part in awareness weeks and sharing useful content on the intranet</li> <li>• Commit to continuing to pay for female employees' HRT certificates</li> <li>• Monthly provision of period products across all of our sites</li> <li>• Implement online women's Health sessions, open to all and led by a clinical lead</li> </ul>
<p>Recruitment, Retention and Pay</p>	<ul style="list-style-type: none"> <li>• Continue with the promotion of jobs internally to promote progression</li> <li>• Seek feedback from men within LMQ and LQ roles to see how we can better promote our vacancies and retain existing workforce</li> <li>• Take steps to attract and encourage more applications from female GPs</li> <li>• Review and implement new annual appraisal cycle and annual pay review including reviewing disparities between male and female workers in similar roles</li> </ul>
<p>Male's Health</p>	<ul style="list-style-type: none"> <li>• Set up a Male's health group with a focus on mental health</li> </ul>
<p>Skills and Training</p>	<ul style="list-style-type: none"> <li>• Creation of a new functional assessment framework so development pathways are clear from the start</li> <li>• Measure the effect on staff retention that the new induction and onboarding process has</li> </ul>
<p>Freedom to Speak Up</p>	<ul style="list-style-type: none"> <li>• Increase the amount of freedom to speak up guardians across the group: currently 4</li> </ul>
<p>Communication</p>	<ul style="list-style-type: none"> <li>• Implement a second year of our annual working experience feedback form and compare the results to last year</li> <li>• Implementing a calendar of awareness campaigns to spread awareness internally and externally</li> </ul>
<p>Equality, Diversity and Inclusion</p>	<ul style="list-style-type: none"> <li>• Relaunch the EDI committee to ensure the members represent everyone at OneMedical Group</li> <li>• Use the committee to ensure every individual feels seen, heard, and valued.</li> <li>• Collect feedback and suggestions around how we can make it a more neuro-inclusive workplace and use it to implement changes to achieve this.</li> </ul>



## Where we work

### Key

- Region Networks
-  Primary Care
-  Urgent Care
-  Joint PC & UC
-  OneMK PCN
-  Central Support Centre
-  Portfolio 1
-  Portfolio 2 (current)



## Get in touch

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