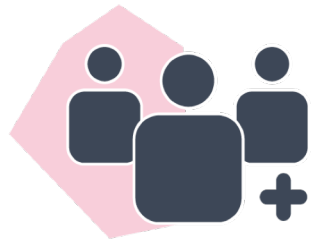
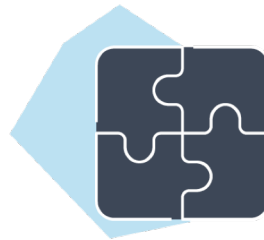


# Gender Pay Report 2025

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

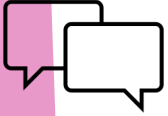
Bonus pay refers to any remuneration received by an employee in addition to their basic salary. This includes the Refer a Friend Recruitment Incentive Scheme.

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.



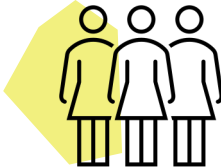
**92%**

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

## 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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