
Clinisys UK Gender Pay Gap Report 2024

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1 Clinisys UK Gender Pay Gap

This is our annual gender pay gap report for the snapshot date of 5 April 2024.

- Our mean gender pay gap is 11.84%
- Our median gender pay gap is 13.13%.
- Our mean gender bonus gap is 11.76%.
- Our median gender bonus gap is 60%.
- The proportion of male employees receiving a bonus is 42.38% and the proportion of female employees receiving a bonus is 35.53%.

1.1 Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	64.79%	35.21%	All employees who standard hourly rate is within the lower quartile.
B	70.42%	29.58%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median.
C	80.28%	19.72%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile.
D	81.43%	14.95%	All employees whose standard hourly rate is within the upper quartile.

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2 Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits;
- provide regular equal pay training for all managers and staff members who are involved in pay reviews; and
- evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most line managers and senior managers are men.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the private sector (according to the October 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 16%, while in the computer programming, consultancy and related activities sector it is 13%. At 11.84%, our mean gender pay gap is lower than both the overall private sector and our specific sector.

The median gender pay gap for the private sector (according to the October 2024 ONS ASHE figures) is 18.3%, while in the computer programming, consultancy and related activities sector it is 19.3%. At 13.13%, our median gender pay gap is lower than both the overall private sector and our specific sector.

2.1 Table 2: Comparison with other organisations

	Our organisation	2024 ONS ASHE private sector	2024 ONS ASHE computer programming, consultancy and related activities sector
Mean gender pay gap	11.84%	16%	13%
Median gender pay gap	13.13%	18.3%	19.3%

Our mean and median gender bonus gaps are: 11.76% and 60% respectively. However, if we convert these percentages to cash amounts the figures are small, at £398.56 and £300 respectively. This reflects our policy of not paying large bonuses to individual members of staff.

42.38% of men at our organisation received a bonus in the 12 months up to 5 April 2024. For women this was 35.53%. There continues to be more men in roles which are eligible for a performance bonus, but the number of employees receiving a bonus have increased significantly, 40.84% for men and 69.27% for women, compared to 2023 data. This can be explained through the introduction of Milestone Awards and SPOT Awards, but also the expansion of roles eligible for performance bonuses that are currently occupied by women.

3 What are we doing to address our gender pay gap?

Whilst we are happy with the direction of our gender pay gap, we know that more work is required to decrease it further and are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices they make.

Since 2022 we have taken the following steps to promote gender diversity:

- Established a clear office policy: we have made it clear to our employees that they can choose where, when, and how they work, with the requirement to be in the office three times a week.
- Enhanced family leave policies: we introduced enhanced maternity, paternity and adoption leave policies that offer pay above the statutory minimum in the UK.
- Women's Leadership Development Group: in March 2023 we introduced the Women's Leadership Development Group to promote value stories of female achievements within Clinisys and drive education pieces, as well as creating a safe space to discuss workplace challenges.
- Employee Engagement Survey: in April 2023 we launched our employee engagement survey to measure the connection employees have toward their work, team, and the organisation—and examine the factors that influence it. We can examine how the rates of engagement differ according to gender and ensure our action plans are equitable and fair. Since launching the survey, Clinisys has seen a meaningful increase in its engagement scores both globally and within the UK.
- Job family and job levels: in October 2024 we launched our job mapping and job levelling programme in partnership with MercerMarsh Benefits to ensure our pay strategy and job levelling equitable and fair throughout the global and UK organisation.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

Over the next year, we will:

- Review the impact of our new job levelling in our merit process, and how this impacts women at Clinisys.
- Continue to improve awareness through reviewing our policies and practices to ensure they are inclusive, supportive and/or tackle biases throughout the business.
- Continue regular monitoring and reporting to track progress and maintain transparency, as well as ensure our feedback mechanisms are fit for purpose for employees to provide feedback on gender equality issues.

Any further initiatives launched throughout the year will be reported on Clinisys Connect.

I, Michael Simpson, Chief Executive Officer, Clinisys, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'Michael Simpson', written in a cursive style.

Date

01/04/2025