

Gender Pay Gap

Report 2018



Cygnet Healthcare

- At Cygnet Healthcare we are committed to promoting equality and diversity across our colleagues. As such, we welcome the annual 'Gender Pay' reporting.
- We want to achieve a sustainable Gender balance across all levels of the business and acknowledge the need to bridge the gap that exists across the nation.
- Cygnet had recently gone through the acquisition of Danshell Group in 2019 following on from the previous acquisition of Cambian Healthcare in 2016. Whilst we work on merging the business' which we understand will be a lengthy task- we foresee Cygnet Healthcare to achieve a balanced gender pay gap across the business.

Gender Pay Gap

Understanding

Gender Pay Gap is the difference in average pay between men and women within an organisation regardless of their role or work level. Whereas **Equal Pay** compares the pay between men and women who perform the same role or similar roles which are of equal value.

Mean Gender Pay Gap- is the difference in average hourly pay for women compared to men

Median Gender Pay Gap-The median gender pay gap is the difference between the hourly pay of men and women when arranged from highest to lowest in two separate lists and then compared to the middle value.

Cygnet Health Care Ltd & Cygnet NW Ltd

Cygnet Healthcare Limited

Gender Pay Gap	Gender Bonus Pay Gap	Percentage of relevant male and female receiving a bonus
Mean Gender Pay Gap 18.28%	Mean Bonus Gender Pay Gap 61.16%	48.8% of Women Received a Bonus.
Median Gender Pay Gap 9.13%	Median Gender Pay Gap 0%	46.1% of Men received a Bonus

The mean gender gap is 18.28% with a median of 9.13% for Cygnet Healthcare Ltd. Whereas Cygnet NW Ltd has a mean gender pay gap of 16.96% with a median of 2.31%. Whilst the gap for Cygnet NW Ltd is within the national average and Cygnet Healthcare being slightly over. Our analysis has shown the gap is driven by more men in senior roles within the business.

Cygnet NW Limited

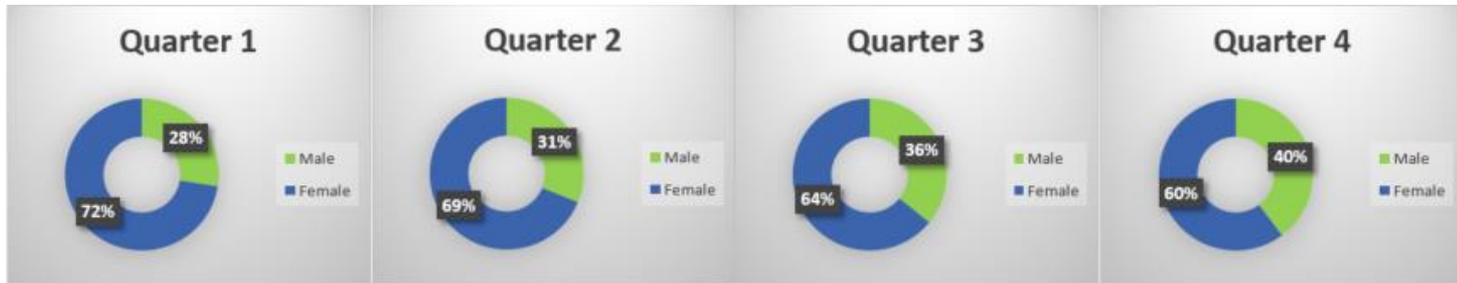
Gender Pay Gap	Gender Bonus Pay Gap	Percentage of relevant male and female receiving a bonus
Mean Gender Pay Gap 16.96%	Mean Bonus Gender Pay Gap -42.5%	3.1% of Women Received a Bonus.
Median Gender Pay Gap 2.31%	Median Gender Pay Gap 0%	2.83% of Men received a Bonus

The figures show a higher number of women received a bonus compared to the men. However Cygnet Healthcare limited mean bonus pay gap of 61% is due to a higher proportion of men in senior roles which results in a higher bonus opportunity. Cygnet NW Ltd bonus pay gap of -42.5% indicates a variance in favour of women with a median Bonus gap of 0%.

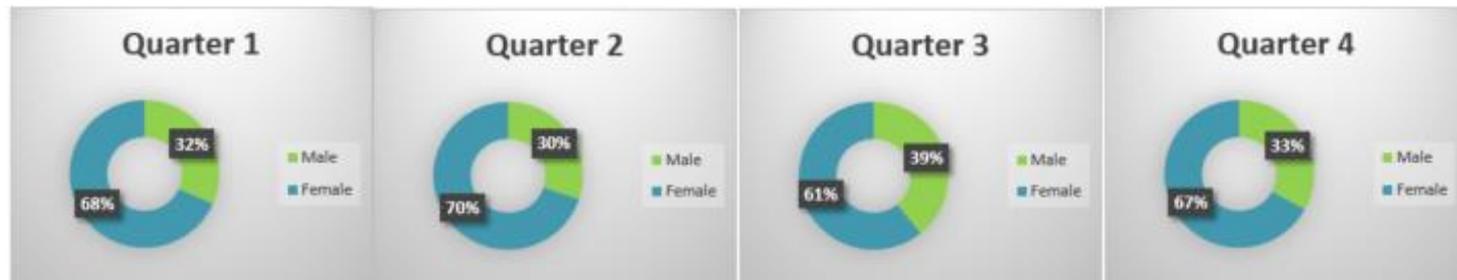
Cygnet Health Care Ltd & Cygnet NW Ltd

Cygnet Health Care Ltd & Cygnet North West Ltd- has approximately 66% Female Employees and we have a greater number of females employed at each quartile.

Cygnet Health Care Ltd



Cygnet North West Ltd



Social Care



Cygnet Behavioural Health, Cygnet Learning Disabilities Midlands, Cygnet Learning Disabilities, Cygnet Care Services & ISAND Ltd

	Mean Gender Pay Gap	Median Gender Pay Gap
Cygnet Behavioural Health	13.57%	2.96%
Cygnet Learning Disabilities Midlands	10.23%	0.74%
Cygnet Learning Disabilities	-10.75%	-8.20%
Cygnet Care Services	-0.31%	0%
ISAND Ltd	-3.21%	0%

Across the Social Care entities we are pleased to report our gender pay gap is significantly lower than trends reported nationally. Cygnet Learning Disabilities, Cygnet Care Services and ISAND are all showing a negative mean indicating women are paid more on average per hour than men.

	Mean Bonus Gender Pay Gap	Median Bonus Gender Pay Gap	Percentage of relevant male receiving a bonus	Percentage of relevant Female receiving a bonus
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Cygnnet Behavioral Health

50.15%

27.17%

4.63%

3.04%

Cygnnet Learning Disabilities Midlands

57.17%

45.56%

2.19%

0.34%

Cygnnet Learning Disabilities

56.57%

58.7%

0.94%

4.48%

Cygnnet Care Services

-34.78%

-167.38%

1.8%

2.42%

ISAND Ltd

18.53%

56.33%

1.11%

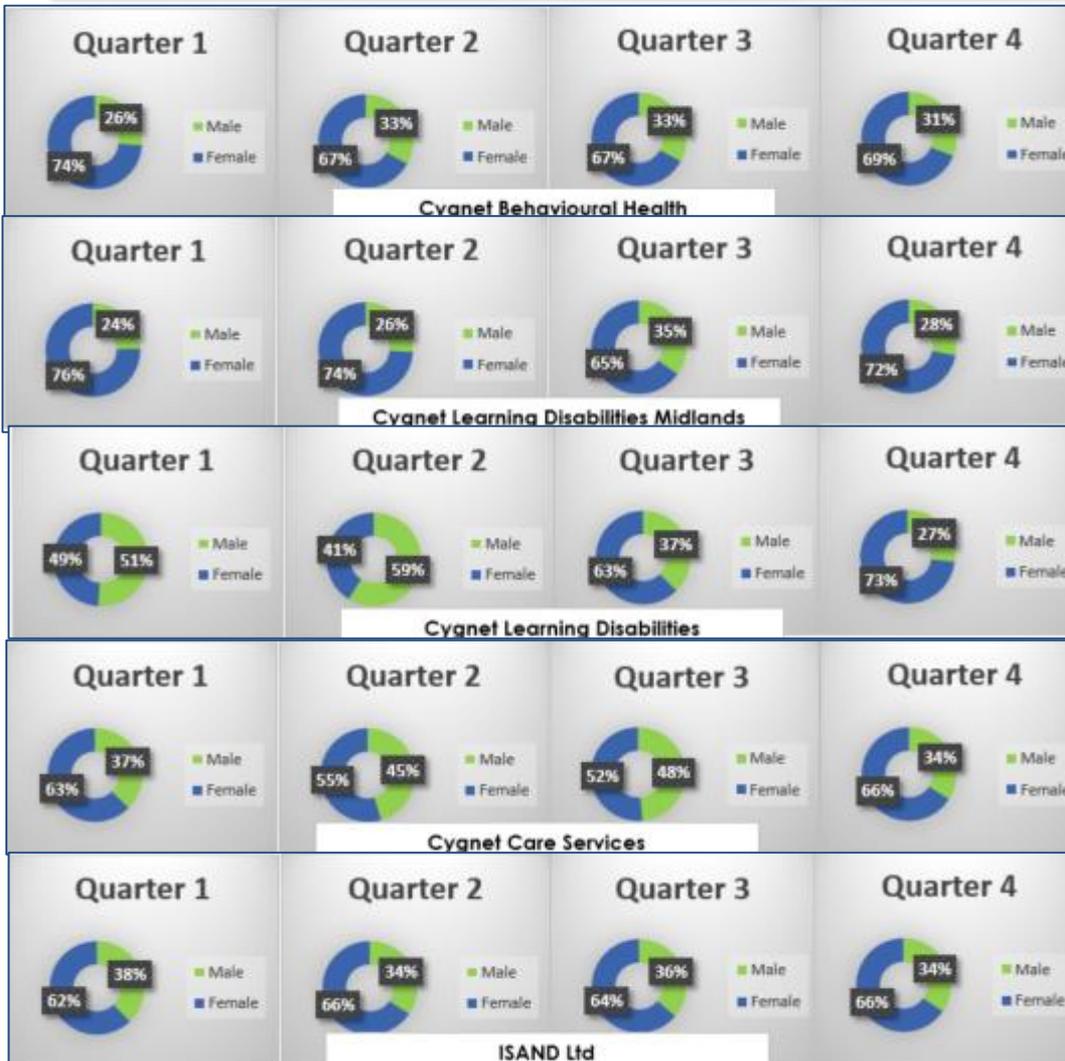
5.29%

Within social care we have a higher mean than the national average across the entities apart from Cygnnet Care Services mainly to do with these roles being more commission related bonus which can change year on year based on generated commission. Whereas Healthcare gender bonus pay gap was driven by senior roles attracting larger bonus. We also only have a few roles that are eligible for bonus within social care which can affect the % significantly. Overall a higher proportion of women received a bonus within Cygnnet Learning Disabilities, Cygnnet Care Services and ISAND Ltd.

Social Care



Cygnet Behavioural Health, Cygnet Learning Disabilities Midlands, Cygnet Learning Disabilities, Cygnet Care Services & ISAND Ltd



Cygnet Behavioural Health- We have a higher % of female in each quarter and on average we have 69% Female.

Cygnet Learning Disabilities Midlands- We have a higher % of female in each quarter and on average we have 72% Female.

Cygnet Learning Disabilities- Within the first two quarters we had a higher number of males within the entity but towards Q3 and Q4 there is a significant increase in the no. of Female and on average we have 57% Female.

Cygnet Care Services- We have a higher % of female in each quarter and on average we have 59% Female.

Cygnet Behavioural Health- We have a higher % of female in each quarter and on average we have 65% Female.

Our Results

Overall our % of males and females in each quartile band has shown a fair distribution of salaries amongst men and women in our work force. This is also reflected in our proportion of males and females in our pay band and overall headcount for each gender. This data reinforces our aim to ensure that our roles, at all pay levels, are open to all. We are committed to reduce our gender pay gap where we believe there is an opportunity to do so and have been working on delivering a number of future plans in order to do so.

Support & attract talented women



Apprenticeship programme- We have developed a new Apprenticeship programme partnering with Wolverhampton University for individuals to train as qualified Nurses. This programme will focus on key areas that will help our colleagues develop and progress in their careers.



Visionary Leadership programme- We are actively discussing career options and aspirations and providing the necessary skills and foundations for colleagues to progress into management roles.



- NMC Fee- In order to support our colleagues we are contributing towards a 50% fee on an annual basis.

Thank you