



IPRS Group Gender Pay Gap Report 2023/24

April 2024

Our Commitment

At IPRS, we report our gender pay gap not only because of the legal requirement but to use the data to drive positive change. We are committed to using the findings to make key strategic decisions that will enable us to close the gender pay gap.

An important part of our strategy is to create a sense of belonging across the IPRS Group where our colleagues feel accepted, valued and included within our culture which includes rewarding our colleagues in a fair and equitable way.

We are wholeheartedly committed to equal opportunities for all colleagues and to addressing the gender pay gap and will continue to strive for a workplace where every individual is recognised and rewarded based on their skill without any bias or discrimination. I am proud of the steps we have taken so far to help ensure that IPRS Group embodies its values as an organisation, however it is clear we are not yet where we want to be and our work in this area continues.

I can confirm that the gender pay gap information contained in this report is accurate as of 5th April 2023.



Martyn Jackson
CEO, IPRS Group

Gender Pay Gap Report 2023/24

What is the gender pay gap?

The Gender Pay Gap is a high-level snapshot of pay within an organisation that shows the difference in average pay between women and men across an entire organisation regardless of their role. This is different to equal pay which requires women and men performing the same role to receive equal pay.

All organisations with over 250 employees are legally required to report their Gender Pay Gap each year.

The purpose of the disclosure is to identify the difference in pay between men and women and to share best practice on how the gap can be reduced.

The Gender Pay Gap is not the same as Equal Pay. The Gender Pay Gap is a simple average figure for all employees within the workforce, irrespective of the job they do. Equal pay ensures that men and women receive equal pay for carrying out the same or equal work.

This report details our gender pay gap results and what we are doing in response to the findings.

How the gender pay gap is calculated?

The figures in this report are based on the snapshot date 5th April 2023 using 6 different measures:

Mean Gender Pay Gap

This is the difference between the mean (average) hourly rate of pay of males and that of females.

Median Gender Pay Gap

This is the difference between the median (middle value) hourly rate of pay of males and females.

Mean Bonus Pay Gap

This is the difference between the mean average bonus pay of males and females.

Median Bonus Pay Gap

This is the difference between the median (middle value) bonus pay of males and females.

Bonus Payments

This is the proportion of males and females receiving a bonus.

Quartile Pay Bands

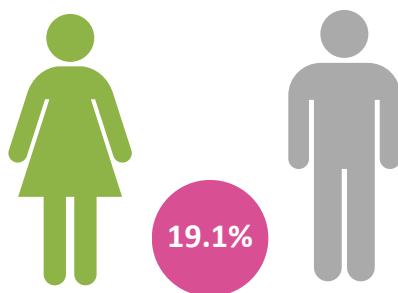
This is the proportion of males and females in the lower, middle, upper middle and upper pay bands.

Our workforce and pay quartiles

IPRS gender pay gap data was collected on the snapshot date of 5th April 2023. At this time there were 369 colleagues within our UK workforce: 295 women (80%) and 74 men (20%). Part of the reporting process requires organisations to divide colleagues into four equal quarters reflecting pay ranges as follows:

	NUMBERS		PERCENTAGES	
	MEN	WOMEN	MEN	WOMEN
Upper quartile	25	67	27%	73%
Upper-middle quartile	19	73	21%	79%
Lower-middle quartile	19	74	20%	80%
Lower quartile	11	81	12%	88%

Our gender pay gap

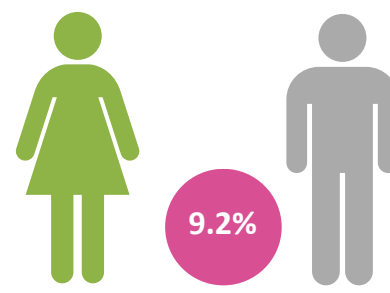


Mean Gender Pay Gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat the calculation for men. The difference between these is the mean gender pay gap.

This year, the mean average hourly pay for women is 19.1% lower per hour than the average pay for men. Although this has slightly increased since the previous year, we remain committed to a range of initiatives to support continuing to reduce the gap and maintaining our positive progress.

We have seen significant growth since our last report and even though the majority of colleagues are female, our % of male colleagues is gradually increasing in all quartiles.



Median Gender Pay Gap

To calculate our median gender pay gap, we rank all our colleagues by their hourly pay. Then we compare what the women in the middle of the female pay range received with what the middle of the male pay range received. The difference between these figures is the median gender pay gap. The median is the most representative measure as it stops a small amount of very high or low salaries skewing the results.

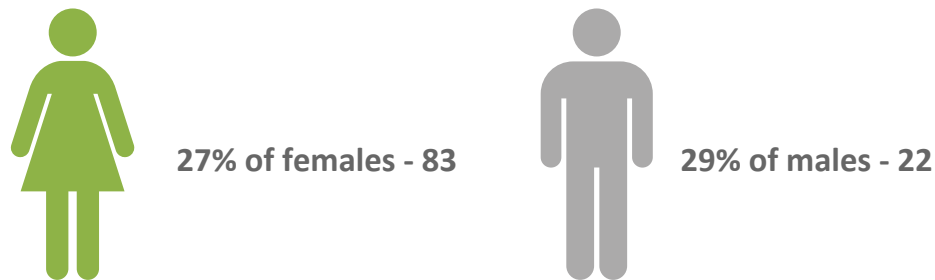
Women in the middle of the female range received 9.2% less than the men in the middle of the male pay range. The mean gap means that for every £1 a man received, a women received 91p. Whilst this figure is lower than the UK national average, we will continue to challenge ourselves to reduce the gender pay gap.

Why is there a gap?

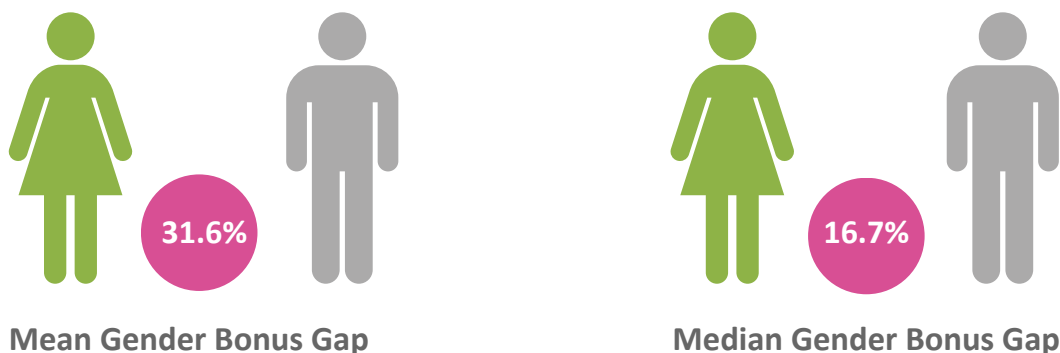
A pay gap exists because of an imbalance in the proportion of men and women across all levels of the organisation. At IPRS Group, we have a greater proportion of men in more senior, higher paid roles. Therefore, the average rate of pay for a man is higher than a woman's resulting in a pay gap. This is not the same as equal pay where it is the legal requirement for men and women to be paid the same for performing the same work or work of equal value.

Our bonus pay gap

The bonus pay gap is the difference between the bonus pay or one-off lump sum payments paid to male colleagues and that paid to female colleagues. Only relevant colleagues who received a bonus are included in the calculation.



The percentage of our men and women who received a bonus



Women earn 83p for every £1 that men earn when comparing median bonus pay. Despite more women receiving a bonus than men, the bonus pay gap exists because we have more men than women in senior roles with a larger percentage of bonus payable however this year, we are pleased to see a significant reduction in the gender mean bonus gap which has reduced by 35.6% and the median bonus gap has reduced by 43.8%.

The underlying causes of our gender pay gap

Across the UK economy, men are more likely than women to be in senior roles, particularly in the most senior roles. At IPRS Group, 33% of our senior leadership team is female.

Our industry (healthcare) is a traditionally female dominated sector. 80% of our workforce is female with approx. 50% working in part time roles. Even though we have a much smaller proportion of male colleagues, a high number are in more senior, higher paid roles and although we continue to review our recruitment practices, recruiting more men in lower paid and part time roles continues to be a challenge.

Social pressures and norms influence gender roles and often shape the types of occupations and career paths which men and women follow, which affects their level of pay. Women are more likely to work part time and many of the part time jobs available across the UK are relatively lower paid. At IPRS Group, we have a much higher proportion of women working part time in lower paid roles and more females who wish to work flexibly. Women are also more likely than men to have taken breaks from work to raise families or for caring responsibilities that may have affected their career progression or choosing to change roles that offer more flexibility when returning to work after having children. We actively encourage the recruitment of both male and female part time colleagues and support those who choose to return part time after maternity leave in roles at all levels.

Our commitment to reducing our gender pay gap

What we have done in the last year to address our gender pay gap?

- We have introduced a steering group to drive our Diversity, Equality, Inclusion & Belonging strategy and have also appointed our first colleague Equality Representative.
- We have continued to nominate female colleagues to attend Women's Leadership Programmes.
- We have educated our managers and team leaders on what the gender pay gap is and how they can positively influence it.
- We have provided unconscious bias training for all colleagues.
- We have provided support for managers to help them improve the experience for returning parents and continue to monitor stats such as:
 - The proportion of returning mothers after maternity leave (currently 71%) and those still employed 2 years after returning including actively supporting part time return.
- We have reviewed our family friendly policies & shared parental leave policy, to encourage more men to take-up childcare responsibilities and continue to monitor stats such as:
 - The proportion of men and women using various flexible working patterns and levels within the organisation at which take up is occurring.
- We have reviewed our flexible working and carer policies, to help colleagues balance work and caring responsibilities and will continue to support hybrid and remote working in roles where permissible.
- We have implemented an HR system that enables us to review our approach to talent and development and how diversity can best be supported within these programmes.

Over the next year we will:

- Review our reward policy on pay evaluation and bonus payments and carry out regular pay and benefits audits, looking specifically at:
 - Starting pay for men and women
 - Promotion rates for men and women
 - Whether pay gaps exist for part-time workers
- Implement our cross group Colleague Forum as another engagement and communication tool to encourage all colleagues to have a voice and provide valuable feedback and improvement suggestions.
- Continue to review our recruitment practices with the aim of:
 - Attracting more males into junior positions
 - Attracting more females into senior positions
- Continue to review our recruitment data so that we can understand how people with different characteristics (including gender) are impacted through our recruitment journey both internally and externally and to act upon findings that might indicate disadvantage or barriers for any particular group.
- Establish a Learning & Development function to support the development, talent management and succession planning practices via the implementation of a new Talent and Succession tool. This will enable and encourage our colleagues to maximise their potential ensuring fair and equal access for all.



Feel free to get in touch with us if
you have any questions...

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