



IPRS Health Gender Pay Gap Report 2025/26

April 2026

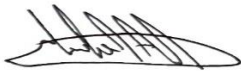
Our Commitment

At IPRS Health, we want everyone to feel they can build a career here and be rewarded fairly for the work they do. We report our Gender Pay Gap openly because it matters and because being transparent helps us stay focused on the changes that make a difference.

Our data shows a gender pay gap, and the biggest factor behind this is the balance of women and men across different roles and pay levels, rather than differences in pay for the same role.

Many of our junior roles offer the greatest flexibility, and these positions are currently held disproportionately by women. This reflects the gender mix of applicants we typically see for these roles. However, we want flexible junior roles to feel accessible and attractive to everyone, and we will keep reviewing how we advertise and describe these opportunities, so they reach the widest possible range of candidates.

We also know that men are still overrepresented in our highest pay quartile. We have already taken steps to improve representation in senior roles, and we expect these changes to be reflected in future reporting. We are committed to supporting the progression and development of our female colleagues, and to making sure our recruitment and promotion decisions are fair, consistent, and based on skills, experience, and potential.



Dan Pemberton
Managing Director – IPRS Health.

Gender Pay Gap Report 2025/26

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.

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.

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

How the gender pay gap is calculated?

The figures in this report are based on the snapshot date 5th April 2025 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 2025 Data at a Glance

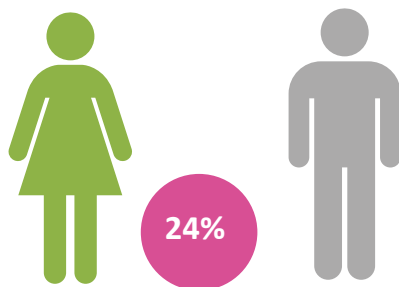
Our workforce and pay quartiles.

IPRS Health gender pay gap data was collected on the snapshot date of 5th April 2025. At this time there were over 250 colleagues within our UK workforce: 206 women and 47 men.

Part of the reporting process requires organisations to divide colleagues into four equal quarters using the full pay colleague data, reflecting pay ranges as follows:

	NUMBERS		PERCENTAGES	
	MEN	WOMEN	MEN	WOMEN
Upper quartile	15	40	27%	73%
Upper-middle quartile	11	44	20%	80%
Lower-middle quartile	12	43	22%	78%
Lower quartile	6	48	11%	89%

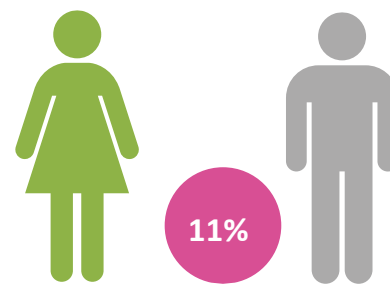
Our gender pay gap



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 24% lower than the average pay for men.



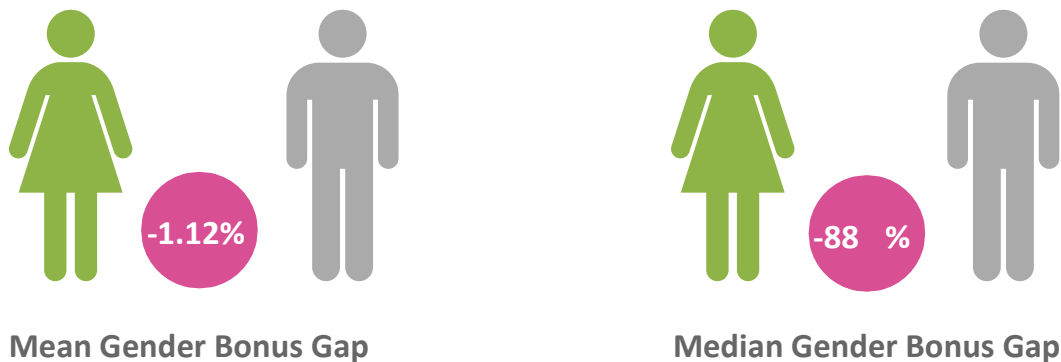
Median Gender Pay Gap

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.

This year, the median hourly pay for women is 11% lower than the average pay for men

For the first time, this year's report presents data solely for IPRS Health, without incorporating figures from other businesses within the Group. This change reflects the decision for each business to operate independently, rather than collectively as part of a group. As a result, the data in this report provides a more accurate representation of IPRS Health's individual performance regarding the gender pay gap, enabling clearer insights into our own workforce and pay practices.

Our bonus pay gap.



The bonus pay gap reported this year is based on a very small subset of staff, with only eight individuals involved. As such, the figures presented do not accurately represent the pay for most colleagues.

The same methodology for calculating the mean and median was used as the pay reporting.

Underlying causes.

The existence of a gender pay gap at IPRS Health can be attributed to an uneven distribution of men and women throughout the organisation. Societal expectations and established norms have a significant influence on gender roles, which in turn affect the types of careers and occupations that individuals pursue. This has a direct impact on pay levels for both men and women

Women are statistically more likely to work part time, and many of the part time positions available across the UK tend to be lower paid. At IPRS Health, the organisation attracts a considerable number of female applicants for entry level positions, largely due to the extensive flexible working arrangements offered.

Additionally, women are more likely than men to have taken time away from their careers to raise families or fulfil caring responsibilities. These breaks may impact their career advancement or lead them to seek roles that provide greater flexibility upon their return to the workforce. In response, IPRS Health actively supports and encourages the recruitment of both male and female colleagues for part time positions.

Within IPRS Health we have previously had a disproportionate representation of men in senior roles. This is something that has been greatly improved throughout 2025 and will continue the work we have done to ensure our female colleagues achieve their career aspirations and/or female candidate are appropriately recognised in the recruitment process.

The bonuses were awarded specifically for a one-off project, making the circumstances atypical and not reflective of usual pay practices. since this was a one-off project, it is unlikely that these circumstances will lead to further pay gaps in future years.

Due to the low number of colleagues included in the calculation, the female median bonus is determined by the experience of a single female colleague, rather than a broader sample. This limited data set means the results may not provide a reliable overview of bonus pay disparities within the organisation.

Our commitment to reducing our gender pay gap

Over the past year, we have implemented several initiatives aimed at reducing our gender pay gap and fostering a more equitable workplace environment. These steps reflect our commitment to ongoing improvement and support for all colleagues.

- We have provided education to our managers and team leaders, ensuring they understand what the gender pay gap is and how their actions can positively influence it. By increasing awareness, we empower those in leadership positions to support fair practices and contribute to reducing disparities.
- Unconscious Bias training is a compulsory element of our learning and development programme. This ensures all colleagues are equipped to recognise and challenge bias in the workplace, promoting fairness in decision-making and interactions.
- We have reviewed and improved our family friendly policies, cultivating a culture that supports colleagues with family commitments. Enhanced benefits have been introduced to encourage colleagues to make use of those on offer, particularly supporting those returning to work after a period of leave.
- We have introduced a banding system for roles, ensuring pay is fair and consistent across comparable positions. This system provides transparency and equity, helping to address differences in pay due to role classification.
- Our recruitment practices have been reviewed to reinforce our commitment to flexible working options. We continue to offer home-based and hybrid working policies, making roles accessible to a wider range of candidates and supporting a diverse workforce.
- We have reviewed and aligned the senior leadership salaries to address discrepancies providing equity and transparency based on roles held.

Over the next year we will:

Over the next year, we are committed to implementing a range of measures to address our gender pay gap. These actions aim to create a fairer and more inclusive work environment, ensuring that all colleagues have equal opportunities for progression and recognition.

- We will review the awarding and payment of bonus payments, introducing a more structured approach. This will help ensure fairness and consistency across all teams, so that bonuses are distributed transparently and equitably.
- We will continue to review our pay policy, with a particular focus on bandings and benefit offerings. Our objective is to ensure that these are fair and competitive, helping us to attract a diverse pool of candidates and support the career aspirations of all colleagues.

- We plan to review our DE&I policy and aim to promote specific DE&I champions throughout the organisation. This will help drive greater awareness and engagement in diversity initiatives, supporting an inclusive workplace culture.
- Review our engagement policy and process with a specific action conducting an IPRS Health Colleague survey in 2026
- We will continue to review our recruitment practices, focusing on the following areas:
 - Using gender-neutral language in job advertisements to ensure all candidates feel welcome to apply.
 - Promoting our Disability Confident Employer status to demonstrate our commitment to supporting candidates with disabilities.
 - Supporting line managers in understanding how to widen the reach and engagement of their advertising, encouraging a diverse candidate pool.
 - Offering tailored adjustments, such as extra time or alternative formats in our recruitment processes, to accommodate candidates' individual needs.
 - Reviewing the use of multi-method assessments—including online tests, structured interviews, and task-based exercises—to gain a well-rounded view of each candidate and ensure a fair evaluation process.



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

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