

## Kernow Health CIC Gender Pay Gap Report 2024

At Kernow Health CIC (KHCIC) we are committed to fostering an inclusive and diverse workplace where all employees have equal opportunities to thrive. As part of our compliance with the UK Government's gender pay gap reporting requirements, we are publishing our gender pay gap data for 2024.

### Our Gender Pay Gap Figures

The gender pay gap measures the difference in average earnings between men and women across our organisation. Our results for the snapshot date of 5 April 2024 are as follows:

- **Mean gender pay gap:** 16.9%
- **Median gender pay gap:** 7.38%

A **positive percentage** indicates that, on average, men earn more than women, while a **negative percentage** indicates that, on average, women earn more than men.

### Distribution of men and women

Quarter	Men	Women
Upper hourly pay	41%	59%
Upper middle hourly pay	27%	73%
Lower middle hourly pay	24%	76%
Lower hourly pay	36%	64%

### Understanding Our Gender Pay Gap

#### Mean

Our mean gender pay gap of 16.9% reflects the overall average difference in hourly pay between men and women. This can be influenced by a variety of factors, including the distribution of men and women across different roles, levels, and seniority within the company.

#### Mean % per Quarter

Quarter	Mean %
Upper hourly pay	3.94%
Upper middle hourly pay	20.7%
Lower middle hourly pay	-5.19%
Lower hourly pay	5.08%

This indicates that in the upper hourly pay, upper middle hourly pay and lower hourly quarters men are paid more than women. This is reflective of the number of male GPs we have in the upper hourly pay quarter and will be influenced in the upper middle hourly pay where a larger number of men appear to work the unsociable hours.

The lower middle hourly pay quarter results in women being paid more than men in this quarter, this quarter contains a substantial number of our nurse workforce.

The lower hourly pay quarter again demonstrates men are paid more than women, with a higher percentage of males in this group being drivers, this again indicates the more unsocial hours are being covered by males and the women in this group fulfil the administration roles.

### Median

Our median gender pay gap of 7.38% indicates that, when looking at the midpoint of all employees' earnings, men earn more than women. This suggests that there are still imbalances in pay distributions, particularly in roles at the middle levels of the organisation.

A contributing factor to this median percentage is that the female mid-point is where our nurses sit who work in hours no enhancements, however, the male mid-point is where we have drivers working out of hours receiving enhancements which therefore increase the average hourly pay rate.

### **Addressing the Gender Pay Gap**

We recognise that gender pay gaps can arise due to a variety of structural and societal factors, and we are committed to addressing these through the following initiatives:

- **Contract terms and conditions harmonisation:** this will give us the opportunity to work towards aligning the various contract types and numerous role titles, providing a align pay scales to competence whilst giving employees and opportunity to progress and develop in their roles.
- **Rota realignment:** this piece of work will provide a fair mixture of social and unsocial hours across the Integrated Care Team
- **Promoting flexible working arrangements:** We continue to support flexible and hybrid working to create an inclusive environment that accommodates different personal and professional needs, whilst providing adequate support for our services.

### **Conclusion**

Our gender pay gap figures show that while progress has been made, there is still more to do to achieve pay equity across our organisation. We remain dedicated to fostering an inclusive workplace and taking meaningful steps to close the gender pay gap.

This statement has been prepared in accordance with the UK Government's gender pay gap reporting regulations and is accurate as of the snapshot date 5 April 2024.

**Laura Wheeler**



Chief Executive Officer  
Kernow Health CIC  
21 April 2025