

# Gender Pay Gap Report

2020



# Introductory information

**The Priory Group of Companies is the leading independent provider of behavioural care in the UK. We are organised into three divisions – Healthcare, Education and Children’s services and Adult care assisted by our central support functions which together support the needs of more than 30,000 people each year.**

Within the Priory Group we are committed to our core values including putting people first as well as providing equality of opportunities.

The gender pay gap is not about equal pay for male and female colleagues doing the same job or work of similar value. We have pay structures for all employees and use benchmarking for all roles.

During 2020 we have continued to focus on improving diversity across the group of companies. We work hard to develop the best talent internally which is proven by our promotions of staff including female colleagues into middle and senior management roles.

**Our overall workforce profile continues to be predominantly female which is typical within the healthcare, care and education sectors. We continue to be committed to improving our gender balance and strive to encourage more men to join the sector in the historically female orientated roles such as nurses and support workers.**



# Understanding the gender pay gap

Using the calculation requirements set out in the gender pay gap reporting regulations, we have taken pay data from our entire business of more than 20,000 colleagues across the UK which includes a large variety of rates of pay. Our headcount has remained static since our 2019 report. As is required, we are also providing specific data for each of our group of companies which, on their own, employ 250 or more UK based colleagues. This information is available at page\*.

## How is this calculated?

- + Our calculations of mean and median pay and of quartile pay bands are based on data from April 2019 onwards only, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.
- + Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers.
- + Our calculations of mean and median bonus pay use bonus pay from the twelve months ending on 5 April 2020.

## What do the mean and median results actually say?



A positive percentage figure shows that, mainly or totally, female colleagues have lower pay or bonuses than men.



A negative percentage figure shows that, mainly or totally, male colleagues have lower pay or bonuses than female.



A zero percentage figure would show no gap between the pay or bonuses of male and female colleagues - no gender pay gap.



# Our results

## Overall Headcount



 14,628

 5,529

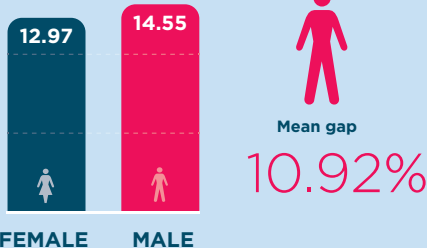
## Proportion of males and females receiving a bonus

 190

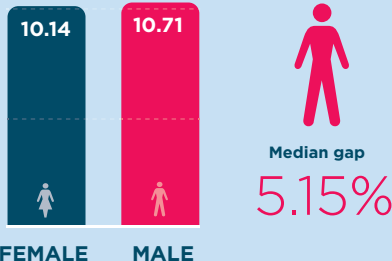
 118

## Difference between male and female pay

### Mean Hourly Rate (£)

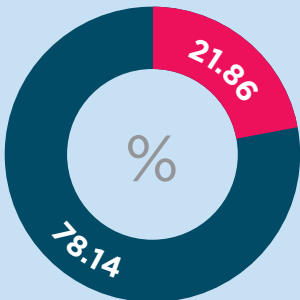


### Median Hourly Rate (£)

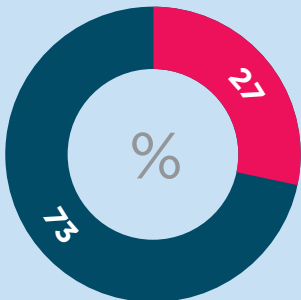


## Pay Quartiles

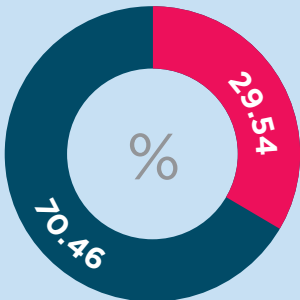
### LOW QUARTILE %



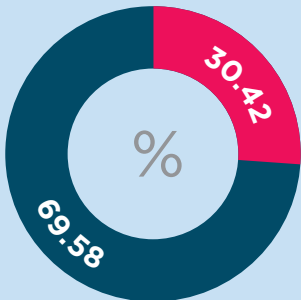
### LOWER MIDDLE QUARTILE %



### UPPER MIDDLE QUARTILE %



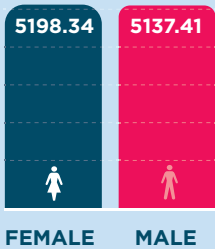
### UPPER QUARTILE %



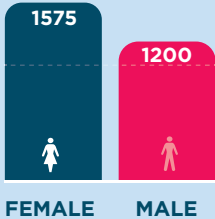
 FEMALE  MALE

## Difference between male and female bonuses

### Mean (£)



### Median (£)





# Interpreting the data

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Our calculations are based on data from 20,157 colleagues across our three divisions and central services. All types of roles are included in our analysis including those performed by clinical, teaching and care teams at sites as well as more office-based positions such as finance, IT, or legal & compliance. These roles have a significant variance in pay ranges, which are informed by market value.

On a mean basis our UK company wide overall gender pay gap as at April 2020 was **10.9%** with a median gender pay gap of **5.35%** which are both much lower than the UK national average. This is a small increase of **0.6%** compared to our 2019 mean gender pay gap and **0.2%** compared to our 2019 median gender pay gap.



# Interpreting the data

As with other companies and the economy as a whole, our gender pay gap arises from the imbalance of men and women across all job levels. Our pay quartiles show that there continue to be more female than male colleagues at all levels but there are more men in our upper quartile i.e. there are more men in the most senior positions where remuneration is higher.

This results in a 'gender pay gap' in relation to both ordinary pay and bonus pay even though we continue to support and actively encourage promotion and appointment of women to middle and senior management roles.

In relation to bonus pay, our data shows that more women than men received bonus payments in 2020. We have seen a decrease of our median bonus data to -31.25%, this is largely because we have an increase in the number of women in leadership roles as well as an increase in the number of employees in the lower quartile receiving small bonuses. Compared to 2019 the median bonus payment made to women has increased by £825 and for men by £200. Decisions relating to bonuses apply to specific roles with specific quality and commercial criteria and are not based on gender or any other protected characteristic.

We continue to promote, recruit and remunerate based solely on performance, talent and capability but vacancies for senior management roles continue to be less frequent and whilst we are closing the gender pay gap, we will strive to do so even though it may take some time.







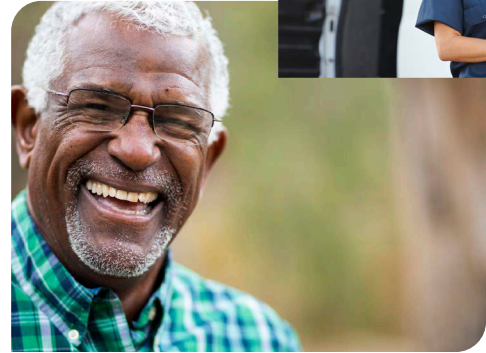
## What's changed since 2019?

- + Our Diversity and Inclusion Committee is now fully established and have developed a three year strategy; Thriving at Priory. Throughout 2020 we have developed Diversity Networks including Women, Parents, BAME and LGBT+.
- + We continue to develop our career pathways encouraging specific development for internal promotion opportunities.
- + We have 116 colleagues who are undertaking their Mental Health Nurse degree qualification with 32% being male colleagues to support encouraging men into this workforce.
- + We are proud that our board remains 50% male and female and that 67% of leadership positions are held by women.
- + In our central services functions the mean gap has significantly decreased further from 23.9% to 17.21% which is a demonstration of the trend, started in 2019, of promoting more females to key strategic positions.
- + Recruitment practices continue to advertise to both male and female candidates
- + Approximately 65% of our total workforce within Healthcare are employed as Nurses or HCA's and we are very pleased to employ more than the national average of male nurses in the Healthcare and Adult Care divisions, currently 24.3% compared to 10.8%.
- + By division our female workforce makes up 71% of Healthcare, 76% of Adult Care and in Education 73%.
- + We continue to face the challenges within the care and healthcare sector trying to encourage more men into the workforce and specifically into nursing / therapy / HCA / Support Worker roles; in 2020 we have featured male colleagues in advertising campaigns for these roles.
- + During 2020 we signed the Armed Forces Covenant (AFC) and was awarded Bronze through the AFC Employer Recognition Scheme, this further demonstrates our commitment and support for recruiting a diverse workforce.



# Next steps

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1.

We will continue to promote our Diversity and Inclusion Strategy - Thriving at Priory - and work with our Female Network lead to review the data and establish key objectives.

2.

We will continue to give access to new career opportunities to everyone and in particular we will use our Career Pathways to ensure internal promotion is prioritised.

3.

We will continue to promote our policies to support career progression opportunities for all of our colleagues recognising talent and using our Priory Academy for access to training and career enhancement for everyone.





## Our Statutory Disclosures

	Male Lower Quartile	Female Lower Quartile	Male Lower Middle Quartile	Female Lower Middle Quartile	Male Upper Middle Quartile	Female Upper Middle Quartile	Male Upper Quartile	Female Upper Quartile	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap	Males Receiving Bonus	Female Receiving Bonus
<b>Priory Group</b>	21.86%	78.14%	27.00%	73.00%	29.54%	70.46%	30.42%	69.58%	10.92%	5.35%	-1.19%	-31.25%	2.84%	1.70%
Priory Rehabilitation Services Limited	20.54%	79.46%	22.52%	77.48%	23.81%	76.19%	29.05%	70.95%	5.40%	5.46%	-100.00%	-100.00%	0.00%	0.44%
Priory Healthcare Limited	21.15%	78.85%	20.75%	79.25%	22.56%	77.44%	25.53%	74.47%	15.26%	4.43%	33.79%	0.00%	2.84%	1.65%
Priory Education Services Limited	21.96%	78.04%	27.26%	72.74%	31.72%	68.28%	31.85%	68.15%	12.29%	8.81%	-48.91%	-27.50%	1.15%	1.16%
Priory Central Services Limited	16.90%	83.10%	42.55%	57.45%	37.32%	62.68%	48.94%	51.06%	17.21%	20.08%	-7.84%	-75.00%	35.44%	25.28%
Amore Elderly Care Limited	9.02%	90.98%	19.18%	80.82%	15.95%	84.05%	16.36%	83.64%	-1.95%	2.10%	-100.00%	-100.00%	0.00%	0.35%
Amore (Watton) Limited	19.08%	80.92%	16.31%	83.69%	22.47%	77.53%	12.15%	87.85%	-3.24%	-1.66%	-100.00%	-100.00%	0.00%	0.76%
Cheadle Royal Healthcare Limited	24.03%	75.97%	33.10%	66.90%	27.36%	72.64%	23.88%	76.12%	1.55%	-1.23%	0.00%	0.00%	0.00%	0.00%
Middleton St George Healthcare Limited	21.36%	78.64%	23.29%	76.71%	25.00%	75.00%	27.27%	72.73%	2.85%	3.29%	100.00%	100.00%	1.18%	0.00%
Parkcare Homes Limited	11.67%	88.33%	12.64%	87.36%	13.21%	86.79%	14.81%	85.19%	7.78%	3.43%	100.00%	100.00%	2.38%	0.00%
Parkcare Homes Limited (2)	24.54%	75.46%	25.96%	74.04%	31.30%	68.70%	29.61%	70.39%	0.90%	2.47%	42.85%	55.86%	0.55%	0.91%
Partnerships in Care Limited	31.01%	68.99%	37.74%	62.26%	41.51%	58.49%	36.53%	63.47%	4.85%	4.81%	39.12%	20.83%	0.93%	1.04%
Partnerships in Care 1 Limited	27.19%	72.81%	24.11%	75.89%	23.21%	76.79%	30.09%	69.91%	7.18%	0.78%	27.09%	60.00%	1.69%	0.90%
Partnerships in Care (Scotland)Limited	16.49%	83.51%	36.73%	63.27%	28.38%	71.62%	17.19%	82.81%	12.18%	0.72%	100.00%	100.00%	1.52%	0.00%



# Comment from the Chief Executive

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**At Priory we continue to take our gender pay gap seriously, the information presented in this report shows that both the median and mean pay gap has marginally increased in 2020 by 0.6% and 0.2% respectively. 2020 was a difficult year for all industries and we are proud that we have continued to recruit and promote colleagues during this time. We are proud that we continue to perform better than the national average.**

We welcome the annual requirement to publish this gender pay comparison. I am proud that we have so many women in leadership positions across Priory and that we have focused on the diversity of women through our Women's Network and the wider Diversify and Inclusion Committee.

As set out in our 2019 report, with such a large workforce, across a diverse range of roles, we don't expect the overall figures to change significantly in the short term. But I do expect

to see a reduction year on year from this point onwards which will demonstrate that we are committed to, and achieving, our long-term focus on recruiting, managing, retaining and developing the best talent in our sectors. We will continue with this work into 2021 and beyond. This report covers employees of the Priory Group of Companies at all levels, including the UK Operating Board. Within the Group thirteen legal entities were individually reportable, this report covers those thirteen entities alongside the Priory Group as a whole.

As Chief Executive Officer, I, Trevor Torrington, can confirm that the information contained herein is accurate.



**Trevor Torrington**  
**Chief Executive Officer**  
**Priory Group**

