

## Gender Pay Report 2026

---

This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

- Organisation: Omnes Healthcare
- Snapshot Date: 5 April 2025
- Bonus Reference Period: 12 months preceding 5 April 2025
- Reporting Basis: Relevant full-pay employees and workers in scope under the Regulations

### 1. Executive Summary

Omnes Healthcare's workforce was comprised of 76.0% women and 24.0% men. The organisation's mean gender pay gap was 27.19%, with a median gender pay gap of 30.21%.

The gender pay gap is primarily influenced by workforce composition and the distribution of employees across occupational groups and seniority levels, with women more highly represented in lower and middle pay quartiles and men proportionally more represented within some senior clinical and leadership roles.

Omnes Healthcare remains committed to equal pay, inclusive recruitment, fair reward practices, and supporting career progression opportunities across all levels of the organisation.

### 2. Introduction

This report provides an overview of Omnes Healthcare's gender pay gap position using workforce data across clinical, operational, administrative, governance, finance, HR, IT, and leadership functions.

The report includes:

- Mean gender pay gap
- Median gender pay gap
- Gender distribution across pay quartiles
- Bonus pay analysis
- Workforce composition overview
- Narrative analysis and action plan

Gender pay gap reporting measures the difference between the average earnings of men and women across Omnes Healthcare, regardless of role.

It is important to note that gender pay gap reporting differs from equal pay.

- Equal pay relates to men and women receiving equal pay for equal or comparable work.
- Gender pay gap reporting measures the difference in average earnings across the workforce as a whole.

## Gender Pay Report 2026

---

Omnes Healthcare remains committed to equal pay, fair reward practices, and inclusive career progression opportunities.

### 3. Workforce Overview

Omnes Healthcare employs colleagues across a broad range of healthcare and corporate functions, including:

- Patient Healthcare Advisors
- Patient Care Navigators
- Health Care Assistants
- Nurses and Advanced Clinical Practitioners
- Sonographers and Physiologists
- Consultants and General Practitioners
- Clinical Leads and Medical Directors
- Operational Management
- Finance, HR, Governance, and IT functions
- Senior Leadership Team positions

The workforce includes permanent employees, part-time workers, and bank/zero-hours workers.

Employees of both genders are represented across all major organisational functions and leadership structures.

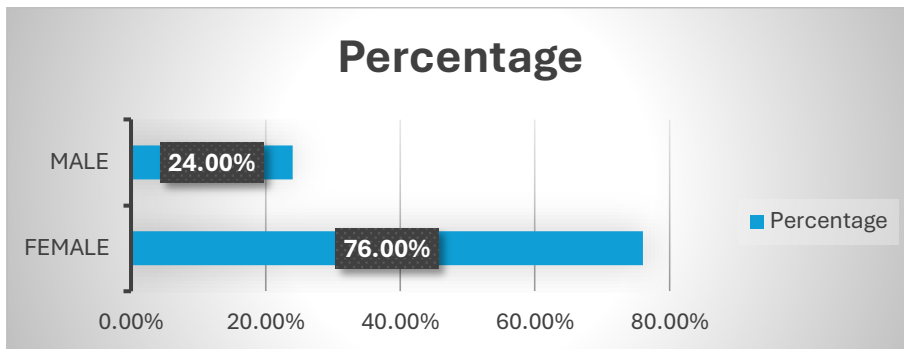
### 4. Workforce Gender Composition

Based on the 5 April 2025 snapshot date:

Gender	Employees	Percentage
Female	307	76.0%
Male	97	24.0%
Total	404	100%

## Gender Pay Report 2026

---



Omnes Healthcare has a predominantly female workforce, which is consistent with wider trends across the healthcare sector.

### 5. Methodology

All calculations have been completed using the statutory calculation methodology prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and associated Government Equalities Office guidance.

The calculations include:

#### Hourly Pay Calculations

Hourly pay has been calculated using:

- Ordinary pay received during the relevant pay period
- Contracted weekly working hours
- Actual hourly rates for bank and zero-hours workers
- Full pay relevant employees only

The following have been excluded where applicable:

- Overtime payments
- Redundancy payments
- Benefits in kind

#### Mean Gender Pay Gap

The mean pay gap compares the average hourly pay of male employees against the average hourly pay of female employees.

#### Median Gender Pay Gap

The median pay gap compares the midpoint hourly pay of male employees against the midpoint hourly pay of female employees.

#### Pay Quartiles

Employees are ranked from lowest to highest hourly pay and divided into four equal quartiles.

## Gender Pay Report 2026

---

### Bonus Pay

Bonus calculations include bonus payments made during the 12 months preceding the snapshot date.

## 6. Gender Pay Gap Results

### Mean Hourly Pay

Gender	Mean Hourly Pay
Men	£29.09
Women	£21.18

### Mean Gender Pay Gap

- Women's mean hourly pay is 27.19% lower than men's mean hourly pay.

### Median Hourly Pay

Gender	Median Hourly Pay
Men	£18.27
Women	£12.75

### Median Gender Pay Gap

- Women's median hourly pay is 30.21% lower than men's median hourly pay.

## 7. Explanation of the Gender Pay Gap

The organisation recognises that there is a gender pay gap and acknowledges the importance of continuing to improve representation within senior clinical and leadership positions over time.

The gender pay gap is largely influenced by occupational structure and workforce distribution across Omnes Healthcare.

A higher proportion of female employees work within:

- Clinical support roles
- Healthcare assistant positions
- Administrative and coordination functions
- Patient navigation and operational support roles

## Gender Pay Report 2026

A higher proportion of male employees are represented within:

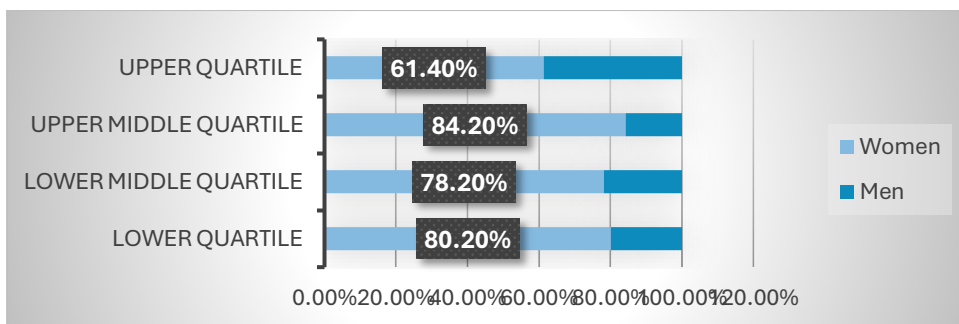
- Senior clinical roles
- Consultant and specialist positions
- Leadership and senior management positions
- Higher-paid technical and operational functions

This distribution impacts average earnings across the workforce and contributes to both the mean and median gender pay gaps.

Omnes Healthcare remains committed to the principles of equal pay and fair reward practices and continues to review pay structures, recruitment practices, and career development opportunities.

### 8. Pay Quartiles

Quartile	Women	Men
Lower Quartile	80.2%	19.8%
Lower Middle Quartile	78.2%	21.8%
Upper Middle Quartile	84.2%	15.8%
Upper Quartile	61.4%	38.6%



- The lower quartile is predominantly female and includes healthcare assistants, patient advisors, navigators, and administrative support roles.
- The lower middle quartile is also predominantly female and includes clinical support, nursing support, senior administrative, and operational coordination roles.
- The upper middle quartile includes a mix of specialist clinical and operational roles, including team leaders, specialist practitioners, senior nurses, and operational managers.

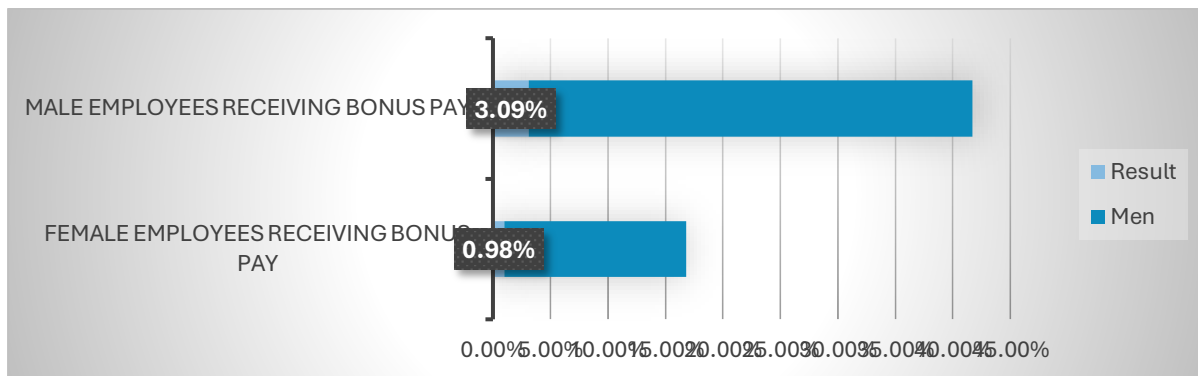
## Gender Pay Report 2026

- The upper quartile includes higher-paid clinical and leadership roles such as consultants, general practitioners, clinical leads, medical directors, and senior leadership positions.
- Both men and women are represented within the upper quartile, although men remain proportionally more represented in some senior clinical and leadership roles

### 9. Bonus Pay

Based on the data reviewed for the reporting period:

Measure	Result
Mean Bonus Pay Gap	55.20% lower for women
Median Bonus Pay Gap	62.50% lower for women
Female employees receiving bonus pay	0.98%
Male employees receiving bonus pay	3.09%



Omnes Healthcare operates a limited bonus structure, with bonus payments applying primarily to a small number of senior, specialist, and leadership positions.

The mean bonus gap is influenced by a small number of higher value bonus payments made within senior clinical and leadership roles, where male employees remain proportionally more represented.

The median bonus gap similarly reflects the distribution and value of bonus payments across differing levels of seniority and responsibility.

Given the relatively low number of employees receiving bonuses overall, relatively small changes in participation or award values can have a significant impact on the reported percentages.

## Gender Pay Report 2026

---

Omnes Healthcare will continue to monitor bonus and incentive arrangements to ensure fairness, transparency, and consistency.

### 10. Key Findings

- Omnes Healthcare has a predominantly female workforce.
- Women are more highly represented within lower and middle pay quartiles.
- Men are proportionally more represented within some senior clinical and leadership roles.
- Omnes Healthcare's gender pay gap is primarily driven by occupational structure and workforce distribution.
- Bonus participation is extremely limited across the workforce.

### 11. Action Plan

Omnes Healthcare is committed to promoting equality, diversity, and inclusion across all levels of the organisation.

Omnes Healthcare will continue to take steps to address structural drivers contributing to the gender pay gap.

#### Recruitment and Talent Development

- Encourage diverse recruitment into senior clinical and leadership roles
- Continue inclusive recruitment and selection practices
- Strengthen succession planning for senior and specialist positions

#### Career Progression and Development

- Expand leadership development opportunities
- Support mentoring and career coaching initiatives
- Promote internal progression pathways across all functions

#### Flexible Working and Inclusion

- Continue supporting flexible working arrangements
- Promote inclusive working practices across all levels
- Support retention and progression of employees with caring responsibilities

#### Pay and Reward Review

- Continue regular reviews of pay structures and grading arrangements
- Monitor recruitment pay decisions and starting salaries
- Maintain transparency in reward and promotion processes

#### Monitoring and Governance

- Continue annual gender pay gap reporting

## Gender Pay Report 2026

---

- Monitor workforce progression across pay bands and job families
- Review diversity representation within leadership structures

### **12. Conclusion**

The gender pay gap identified within Omnes Healthcare primarily reflects workforce composition and the distribution of employees across occupational groups and seniority levels.

Omnes Healthcare remains committed to the principles of equal pay, fair reward practices, and continuing to review recruitment, progression, and reward processes to support fairness and inclusion across the workforce.

I confirm that the information contained within this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Laura Carter  
Head of People and Culture  
Omnes Healthcare