

Gender Pay Gap

Report 2022



Cygnet Healthcare

At Cygnet Healthcare we are committed to promoting equality and diversity across our colleagues. As such, we welcome the annual 'Gender Pay' reporting as it supports our vision of creating a fair and diverse place for all our employees.

We currently have approximately 70% female staff across the business and want to achieve a sustainable Gender balance across all levels of the business and acknowledge the need to bridge the gap that exists across the nation.



Gender Pay Gap

Understanding

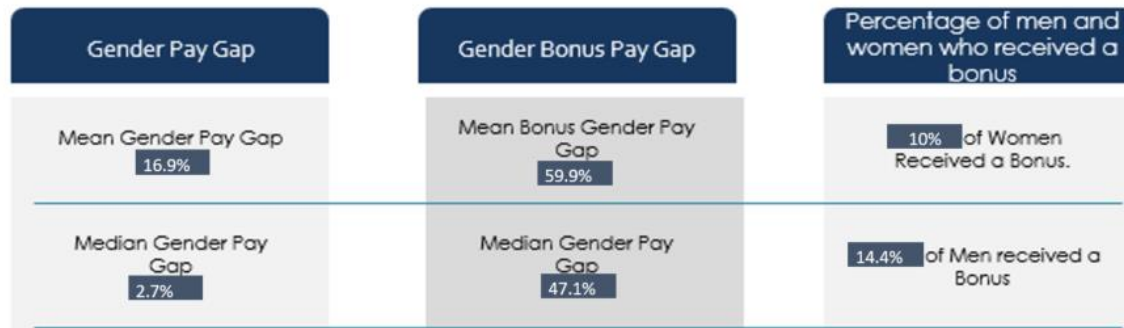
Gender Pay Gap is the difference in average pay between men and women within an organisation regardless of their role or work level. Whereas **Equal Pay** compares the pay between men and women who perform the same role or similar roles which are of equal value.

Mean Gender Pay Gap- is the difference in average hourly pay for women compared to men

Median Gender Pay Gap-The median gender pay gap is the difference between the hourly pay of men and women when arranged from highest to lowest in two separate lists and then compared to the middle value.

Cygnet Health Care Ltd & Cygnet NW Ltd

Cygnet Healthcare Limited

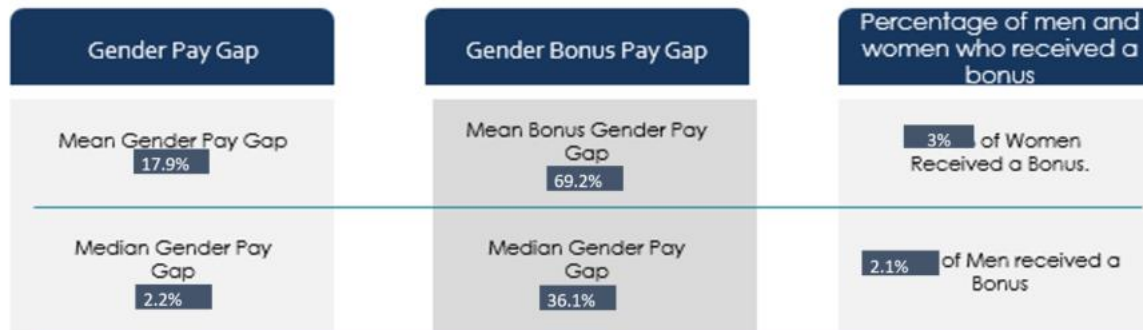


The mean gender gap is 16.9% with a median of 2.7% for Cygnet Healthcare Ltd. This has improved for back to back years. With a reduction in the mean and Median GPG having previously reported 17.9% mean with a median of 6.75% (2021) and 21.1% and 6.81% in 2020

Cygnet Healthcare limited mean bonus pay gap of 59.1% is due to a higher proportion of men in senior roles which results in a higher bonus opportunity.

Cygnet NW Ltd median gender pay gap has reduced from 19.63% to 17.9%.

Cygnet NW Limited



Cygnet Surrey Ltd

Cygnet Surrey Ltd

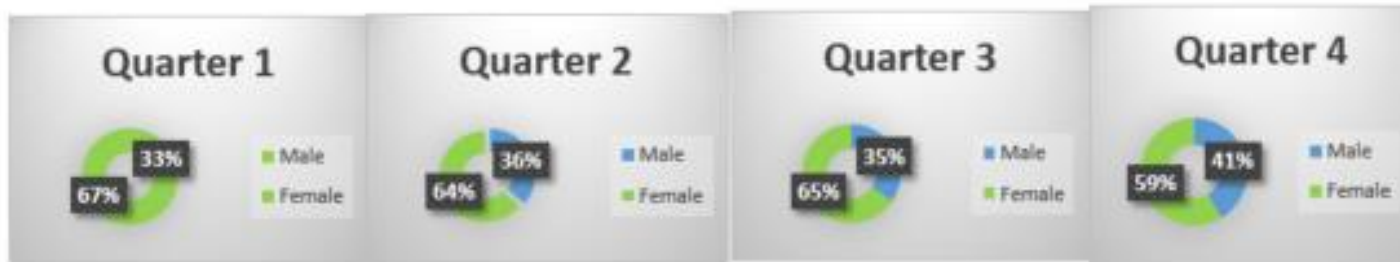
Gender Pay Gap	Gender Bonus Pay Gap	Percentage of men and women who received a bonus
Mean Gender Pay Gap 12.7%	Mean Bonus Gender Pay Gap -52.07%	2.56% of Women Received a Bonus.
Median Gender Pay Gap 1.22%	Median Gender Pay Gap -47.3%	2.99% of Men received a Bonus

There has been an increase in the number of females receiving a bonus for Cygnet Surrey from 1 % in the previous year to 2.56%. This is reflected in the Bonus payment, however the mean gender pay gap still remains slight higher than national average.

Cygnet Health Care Ltd & Cygnet NW Ltd

Cygnet Health Care Ltd & Cygnet North West Ltd & Cygnet Surrey Ltd female breakdown.

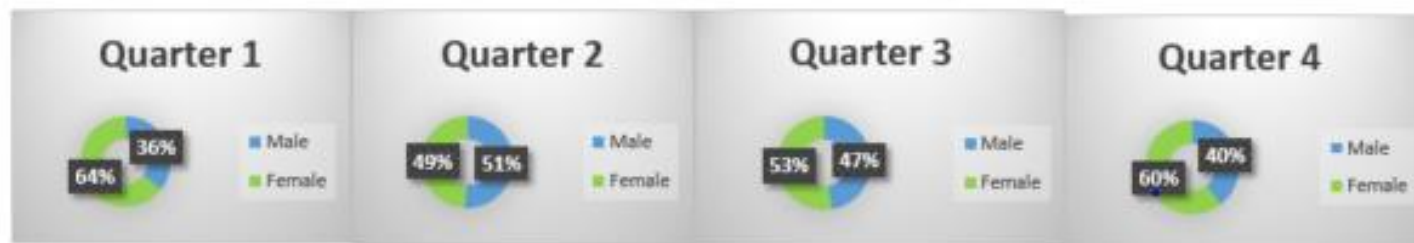
Cygnet Healthcare Ltd



Cygnet North West Ltd



Cygnet Surrey Ltd



Social Care



Cygnet Behavioural Health, Cygnet Learning Disabilities Midlands, Cygnet Learning Disabilities, Cygnet Care Services, ISAND Ltd, Cygnet DH

	Mean Gender Pay Gap	Median Gender Pay Gap
Cygnet Behavioral Health	9.6%	-0.14%
Cygnet Learning Disabilities Midlands	5.95%	1.93%
Cygnet Learning Disabilities	-0.6%	-0%
Cygnet Care Services	0.71%	0%
ISAND Ltd	1.29%	0.65%
Cygnet DH	-2.7%	-0.25%

Across the Social Care entities we are please to report our gender pay gap is significantly lower than trends reported nationally with the exception of Cygnet Behavioural Health.

This has improved year on year with Cygnet Learning disabilities Midlands reporting 9.4% in the previous year vs 5.95% in 2022. Similarly ISLAND Ltd is down from 3.47% to 1.29% and Cygnet DH is a negative indicating women are on average better paid than men.

	Mean Bonus Gender Pay Gap	Median Bonus Gender Pay Gap	Percentage of relevant male receiving a bonus	Percentage of relevant Female receiving a bonus
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Cygnets Behavioral Health

50.1%

57.8%

10.3%

15.1%

Cygnets Learning Disabilities Midlands

-62.66%

-28.6%

6.5%

6.7%

Cygnets Learning Disabilities

-546.04%

-167.1%

2.52%

6.5%

Cygnets Care Services

43.5%

-27.62%

8.1%

5.94%

ISAND Ltd

-95.67%

2.53%

7.52%

4.61%

Cygnets DH

-5.62%

10%

16.5%

23.6%

Cygnets, ISAND, Cygnets Learning Disabilities/Midlands and Cygnets DH have a negative Mean Bonus Gender Pay Gap indicating a variance in favor of women. Cygnets Care Services has also reduced the gap from 68.06% to 43.5%. The figure was slightly reduction from 70.82% in the 2020.

Social Care

Cygnnet Behavioural Health, Cygnnet Learning Disabilities Midlands, Cygnnet Learning Disabilities, Cygnnet Care Services & ISAND Ltd



Across Social Care we have significantly more women in each quartile and encourage everyone by having a fair, sustainable rate of pay.

Our Results

Overall our % of males and females in each quartile band has shown a fair distribution of salaries amongst men and women in our work force. This is also reflected in our proportion of males and females in our pay band and overall headcount for each gender. This data reinforces our aim to ensure that our roles, at all pay levels, are open to all. We are committed to reduce our gender pay gap where we believe there is an opportunity to do so and have been working on delivering a number of future plans in order to do so.

Support & attract talented women



Apprenticeship programme- We have developed a new Apprenticeship programme partnering with Wolverhampton University for individuals to train as qualified Nurses. This programme will focus on key areas that will help our colleagues develop and progress in their careers.



Visionary Leadership programme- We are actively discussing career options and aspirations and providing the necessary skills and foundations for colleagues to progress into management roles.



- Nursery Discounts- We have launched a new Nursery discount benefit offering employees 15% off Childcare. This is to encourage our female staff to return to work sooner.

Benefits

We have launched a number of benefits over the year focusing on Health and Wellbeing, daily savings as well as helping employees plan for their future. We have also recently launched an new enhanced maternity package offering one of the best packages in the country to ensure women are getting the best benefits whilst working at Cygnet.



Maternity-Cygnet's new enhanced maternity pay policy is 8 weeks full pay, 18 weeks half pay (inclusive of Statutory Maternity Pay) followed by 13 weeks Statutory Maternity Pay.



Free Mortgage Advice-Cygnet understands that buying a home is probably the biggest and most important financial decision for most of us. As a result we have partnered with L&C to offer free mortgage advice, free insurance cover and receive a voucher on completion of your mortgage.



Health Cash Plan-We provide our staff with a employer funded cash plan where they can claim back on Optical, Physiotherapy and Dental care. They can claim over a £1000 per year.



Long Service- We recognise our staff with Long service awards.
5 Years Service £50
10 Years Service £200
20 Years Service £500



Employee Assistance Programme-All Cygnet employees have access to confidential and free 24/7 telephone counselling and practical information. Receive up to 6 telephone sessions per issue, per year,
Financial & legal worries
Relationship advice
Medical information
Counselling & support



Life Assurance-Cygnet provides a Group Life assurance scheme which pays out a lump sum benefit to your family or next of kin in the event of your death whilst employed by Cygnet.

Health & Wellbeing

We offer a number of Health & wellbeing benefits supporting employees during their busy lifestyle and finding the perfect work life balance.



Gym Discounts-We are offering gym discounts in more than 3000 gyms across the UK encouraging the culture of wellbeing and improving work-life balance. Gyms range from the big chains to the small independents and council run facilities.



24/7 GP service-Cygnet offers Free GP advice 24/7 Employees can choose between a telephone consultation or video consultation, Employees will then receive a clear course of action. Where clinically appropriate, the doctors can issue private prescriptions, referrals or fit notes.



Second Medical Opinion Service-Cygnet provides cover for world leading experts to be at hand to assess your case and provide recommendations for treatment on a wide variety of conditions.



Nutritional Consultation/Fitness Programme- Through our Smart Health programme we offer nutritional consultation service where a team of specialist are on hand to give advice on weight loss, fertility, pregnancy food tolerance and much more. We also have an online fitness programme designed by sports scientists to support health and fitness goals.



Rehabilitation Injury Management Service-Cygnet is offering a free service to employees who are injured whilst in the workplace enabling them to get appropriate and timely treatment.



ClassPass host brand new fitness videos on the Move section of our Wellbeing Centre in the Reward Gateway portal. ClassPass is a leading fitness and wellness business with one of the best networks of wellness providers in the world.

Thank you