



Gender Pay Gap Report 2021

Our Results for 2021

We are pleased to publish our annual report on the Gender Pay Gap for Lasercare Clinics (Harrogate) Limited trading as sk:n Clinics. We view this as an important part of giving assurance on the impact of our pay systems on gender inequality and it helps us understand and address any emerging issues in relation to gender. It supports our ongoing work to improve the diversity of our workforce the fair treatment and reward of all our employees.

We continue to seek to achieve a much better gender balance across all areas of the business and to attract more talented women into specialist and senior roles.

We confirm that the data reported has been calculated according to the requirements and methodology set out in the Government Equalities Office guidance updated on 1st November 2021. This report is based on the data using the 'snap shot' date of 4th April 2021.

What is the Gender Pay Gap?

All UK companies with more than 250 employees are required to report their gender pay gap on a national website. The gender pay gap is the difference between our male and female mean and median salaries across the whole organisation. It is important to explain that the Gender Pay Gap is not the same as Equal Pay. Equal Pay measures the salary difference between men and women doing the same work or work of the same value.

Understanding what a positive or negative percentage figure means

- a positive percentage figure reveals that typically, or overall, employees who are women have lower pay or bonuses than employees who are men
- a negative percentage figure reveals that typically, or overall, employees who are men have lower pay or bonuses than employees who are women
- a zero percentage figure would reveal no gap between the pay or bonuses of employees who are men, and employees who are women

GENDER PAY GAP

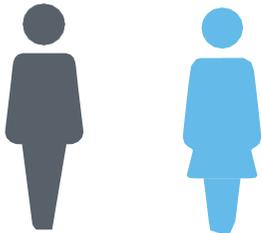
How is the gap calculated?

There are two main measures we have to report – Mean & Median salary gaps between men and women.

The list of employees used to calculate the pay gap is very specific and doesn't necessarily include the total of all those employed. For example, it excludes anyone who didn't receive a 'usual' salary on the snapshot date. The numbers used in the calculation therefore are less than those actually employed, this is reduction has been particularly effected by employees being on furlough.

Median Pay Gap

33%



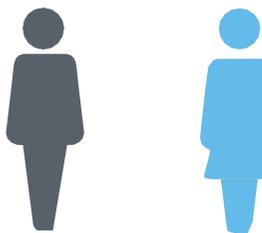
How do we calculate the median pay gap?



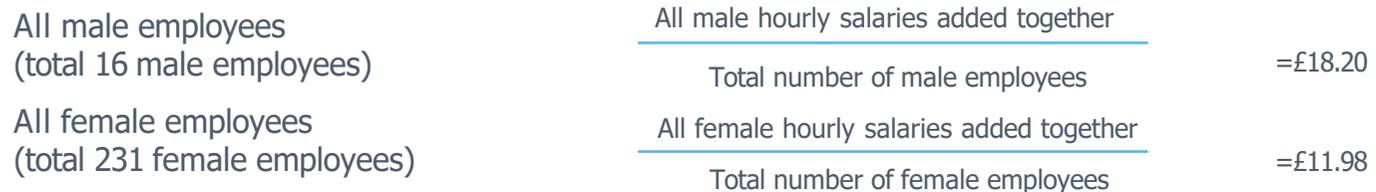
$$\text{Pay gap} = \frac{\text{difference in median male and female hourly rate } \pounds 21.32 - \pounds 14.34}{\text{median male hourly rate } \pounds 21.32} = \frac{\pounds 21.32 - \pounds 14.34}{\pounds 21.32} = 33\%$$

Mean Pay Gap

34%



How do we calculate the mean pay gap?



$$\text{Pay gap} = \frac{\text{difference in mean male and female hourly rate } \pounds 18.20 - \pounds 11.98}{\text{average male hourly rate } \pounds 18.20} = \frac{\pounds 18.20 - \pounds 11.98}{\pounds 18.20} = 34\%$$

Bonus Gender Pay Gap

The calculation for the bonus pay gap uses the total of all employees on the 'snap shot' date of 4th April 2021 regardless of what hours they work and whether they were furloughed etc.

Our results show more than double the number of female employees earned a bonus compared to male employees. This is due to the majority of female employees being engaged in clinic roles with the opportunity to earn bonus based on individual and clinic performance.

Number of Males and Females Paid a Bonus

	Male	Female
Total Relevant Employees	34	473
Relevant Employees Paid Bonus	8	317
% Paid Bonus	24%	67%

This shows the number of male and female 'relevant' employees and how many received a bonus.

Average (Mean) Percentage

	Male	Female
Sum of Bonus Paid	£13,850	£141,083
Average Bonus	£1,731	£445
Average Bonus Gap	74%	

This calculation gives the average gender pay gap for bonuses as a % of men's bonus pay.

- The reason for the significant % difference is largely due to the high volume of females receiving a clinic bonus based on KPI's.

Median Bonus Percentage

	Male	Female
Median Bonus Pay	£1,558	£189
Median Bonus Gap	88%	

This shows the bonus gap when the mid- point is taken when bonus payments are listed highest to lowest for males and females separately.

- Again the main reason for the difference is the different roles males and females perform in clinics and office based roles.

Male and Female Employee numbers in each Quartile

The table below shows the number of male and female employees in each quartile when all employees are listed by highest to lowest hourly rate.

We have significantly more female employees than male employees and this is reflected in the quartile split, there are only 10 more female employees in the lower quartile than the upper quartile. We have a relatively equal split of females employees across quartiles whereas the male employees are concentrated in the two upper quartiles. This is due to more specialist and senior roles being carried out by male employees.

Total in each quartile		Male	%	Female	%
62	Lower hourly pay quartile	0	0%	62	100%
62	Lower middle hourly pay quartile	3	5%	59	95%
62	Upper middle hourly pay quartile	4	6%	58	94%
61	Upper hourly pay quartile	9	15%	52	85%

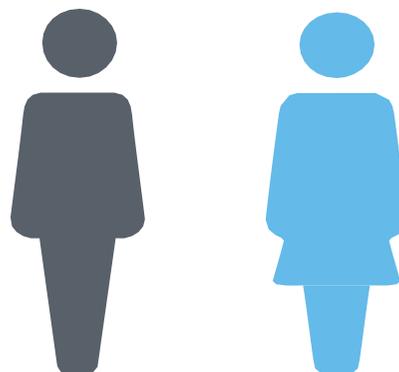
What are the reasons for the gender pay gap?

Many healthcare organisations will typically have a high proportion of females working in clinic based roles, and this is also true within the skn business. It was also a particularly unusual year with many roles still furloughed at the 'snap shot' date of 4th April 2021. This significantly reduced the number of female roles included in the 'full time relevant' group used to calculate the median, mean and individual quartile percentages as they were furloughed.

Others reasons driving our pay gap outcome include:

- Higher concentration of men in senior and specialist roles.
- Higher concentration of females in practitioner and support roles.
- Having such a large number of female practitioners, specifically Beauty Therapists, gives us a lower average female pay rate due to the salary band for these positions. There are also very few male applicants for these roles.

We are committed to doing all that we can to close our gender pay gap. As you can see form the results the biggest influence on our gap is due to the high proportion of female employees that we have in our clinic teams.



Working to close the gap

We are continuing to work towards closing the gap including taking steps to ensure our main and future employees' career journeys are fair and inclusive to enable them to fulfil their potential regardless of gender, age, race, disability or belief.

Some of our key policies and activities which will aid and encourage gender pay balance within the workplace:

- our family friendly policies advocate flexible working arrangements including part-time working, alternative working hours, job shares and hybrid working.
- we use inclusive recruitment marketing channels to increase the diversity of our candidates
- our job adverts request only what is essential for the role and we are gender neutral in our language
- all jobs are advertised as having flexible working options
- we offer learning and development opportunities which support talent development and progression.

