

SKN Group

Gender Pay Gap Reporting

Enhancing the health & wellbeing of the nation through improved confidence



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Harley
Medical
Group
FOUNDED ON CARE



The
MOLE
Clinic



skinbrands
the professional choice



abc
MEDICAL



The Skin
Experts

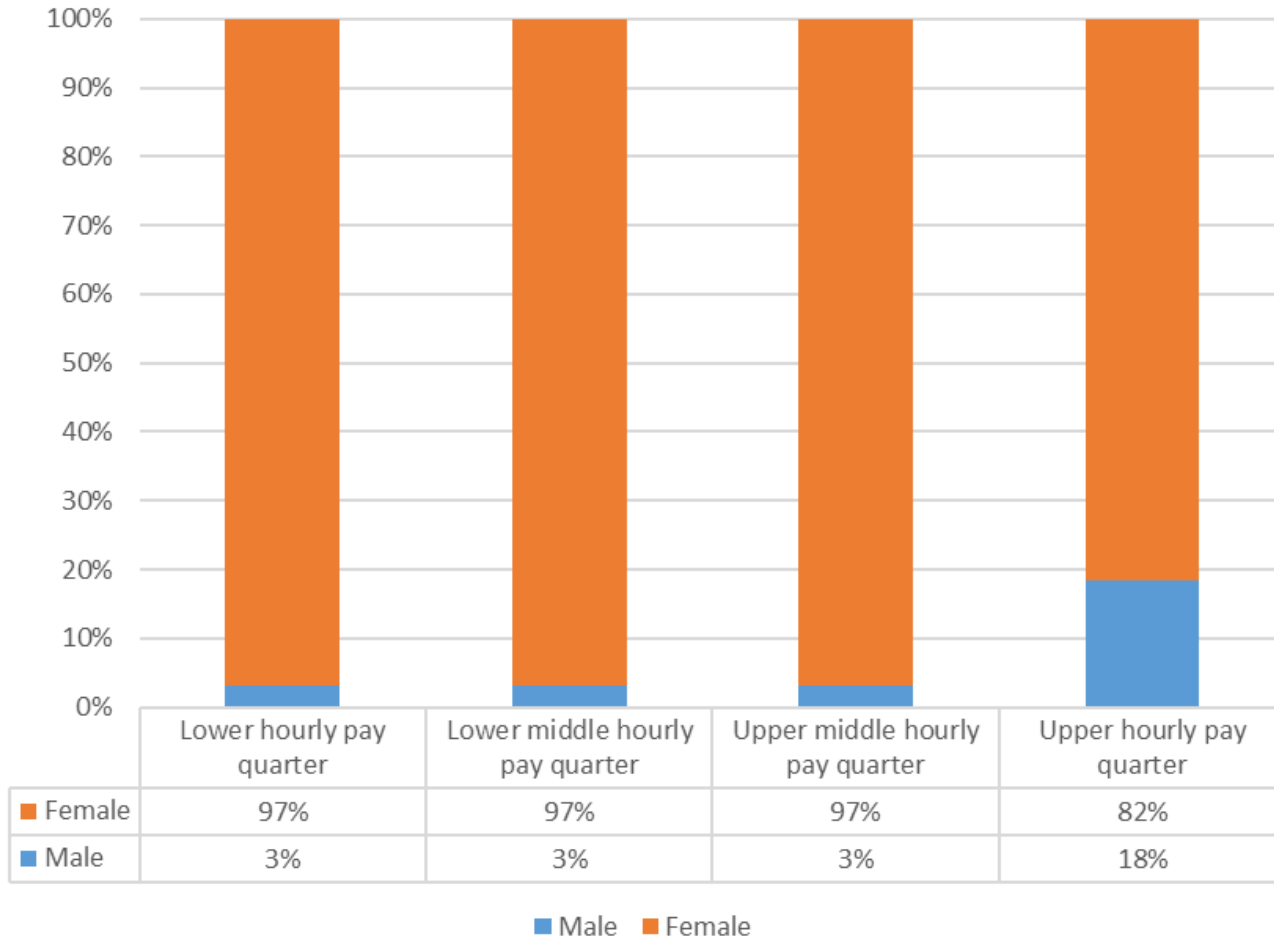


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SKIN
KNOWLEDGE
NETWORK

1. Percentage of men and women in each hourly pay quarter

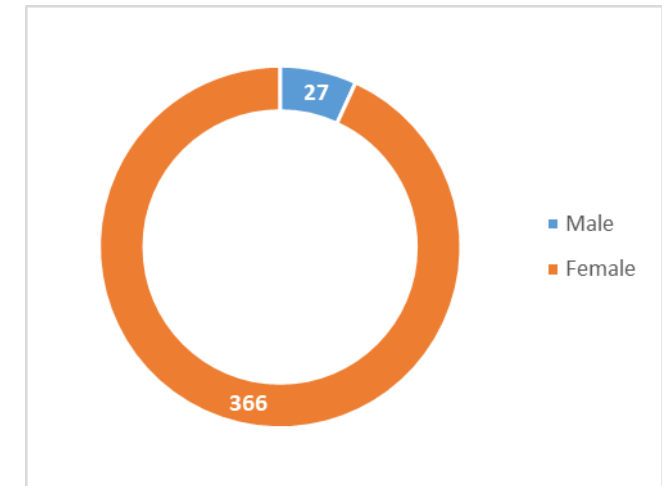
The majority of Lasercare employees are Female, 93%. Female employees largely work in clinics, Male employees have a higher proportion of workers in central functions.

Percentage of men and women in each hourly pay quarter



Employee gender split

The gender split of the information used for the calculations (full pay relevant employees) is shown below:



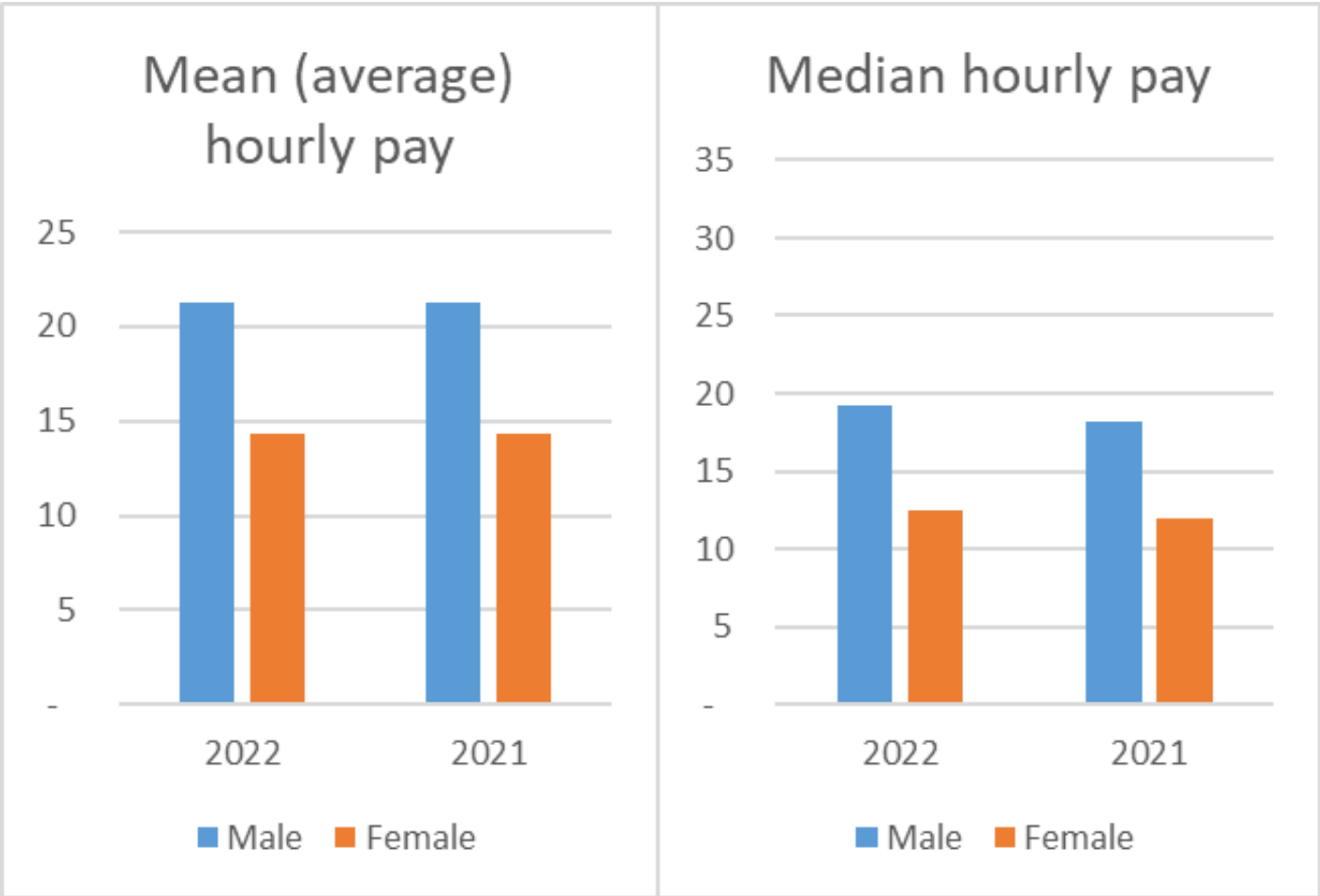
The vast majority of employees of Lasercare are Female, making up 93% of all employees.

Calculation 1.

The graph shows the percentage of each gender in each pay quarter. Male employees are more likely to fall within with “Upper hourly pay quarter”.

2. Mean (average) gender pay gap for hourly pay and 3. Median gender pay gap for hourly pay

The below graphs show both the mean and median hourly pay for 2022 and 2021.



Calculation 2 and 3

The gender pay gap is summarised below:

Gender Pay Gap for hourly pay			
	Mean	Median	
2022	33%	35%	
2021	33%	34%	

Mean

The mean gap of 33% is in line with the prior year. Mean Male hourly pay is £21, mean Female hourly pay is £14.

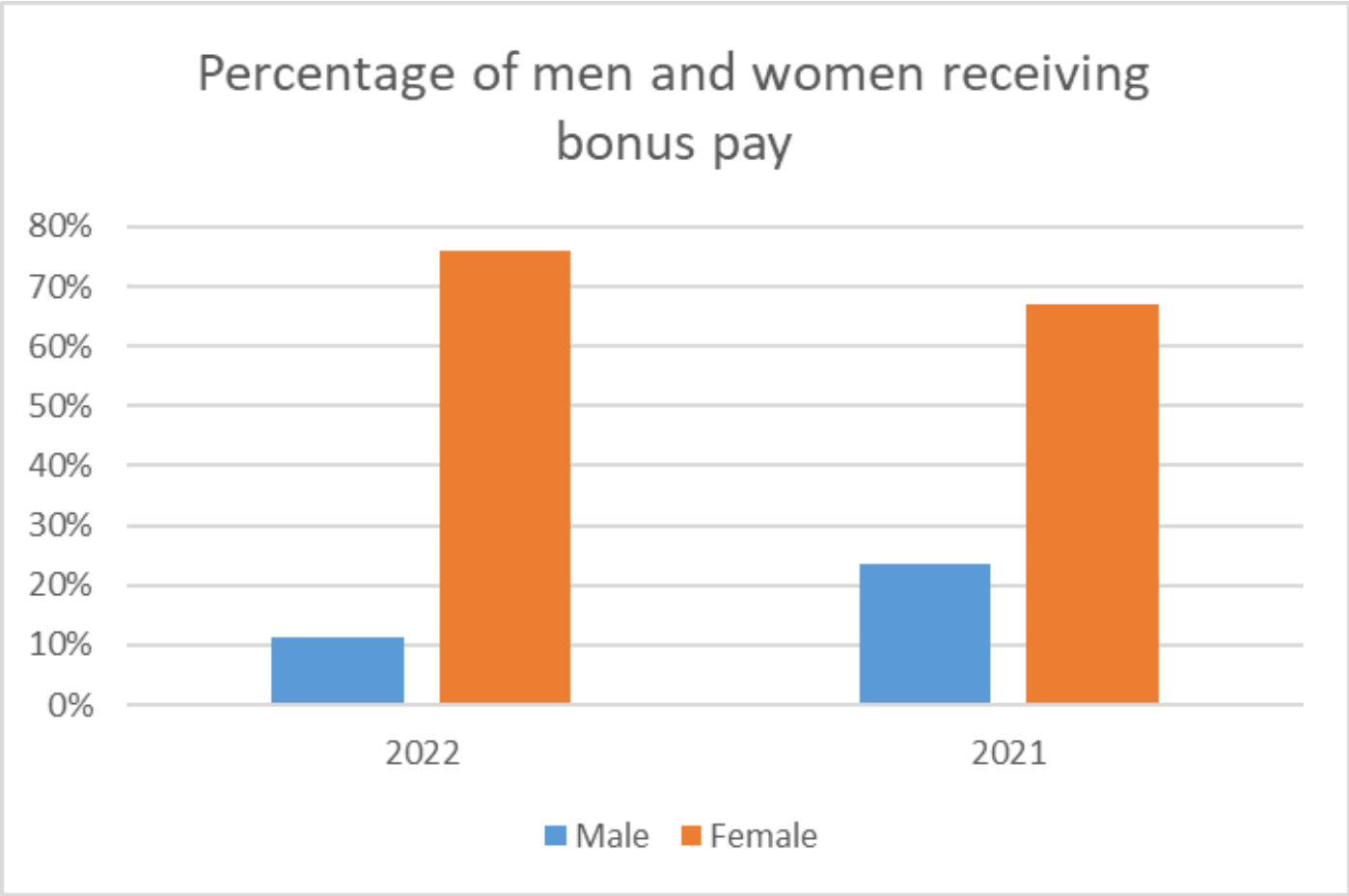
Median

The median gap of 35% is in line with the prior year. Median Male hourly pay is £19, mean Female hourly pay is £13. The median pay is lower than the mean due to the removal of relatively high paid individuals, this effect is however small.

Note: Mean is calculated by dividing the total hourly pay by the number of employees. Median is calculated by ordering employees based on hourly pay and selecting the middle employee.

4. Percentage of men and women receiving bonus pay

The below graphs show information on the gender split paid of bonuses in 2022 and 2021.



Note: Bonuses include the multiple lines. These range from standard annual bonuses to bonuses relating to sales performance and commissions.

Calculation 4

The percentage of employees receiving a bonus is summarised below:

Received bonus in the period		
	Male	Female
2022	11%	76%
2021	24%	67%

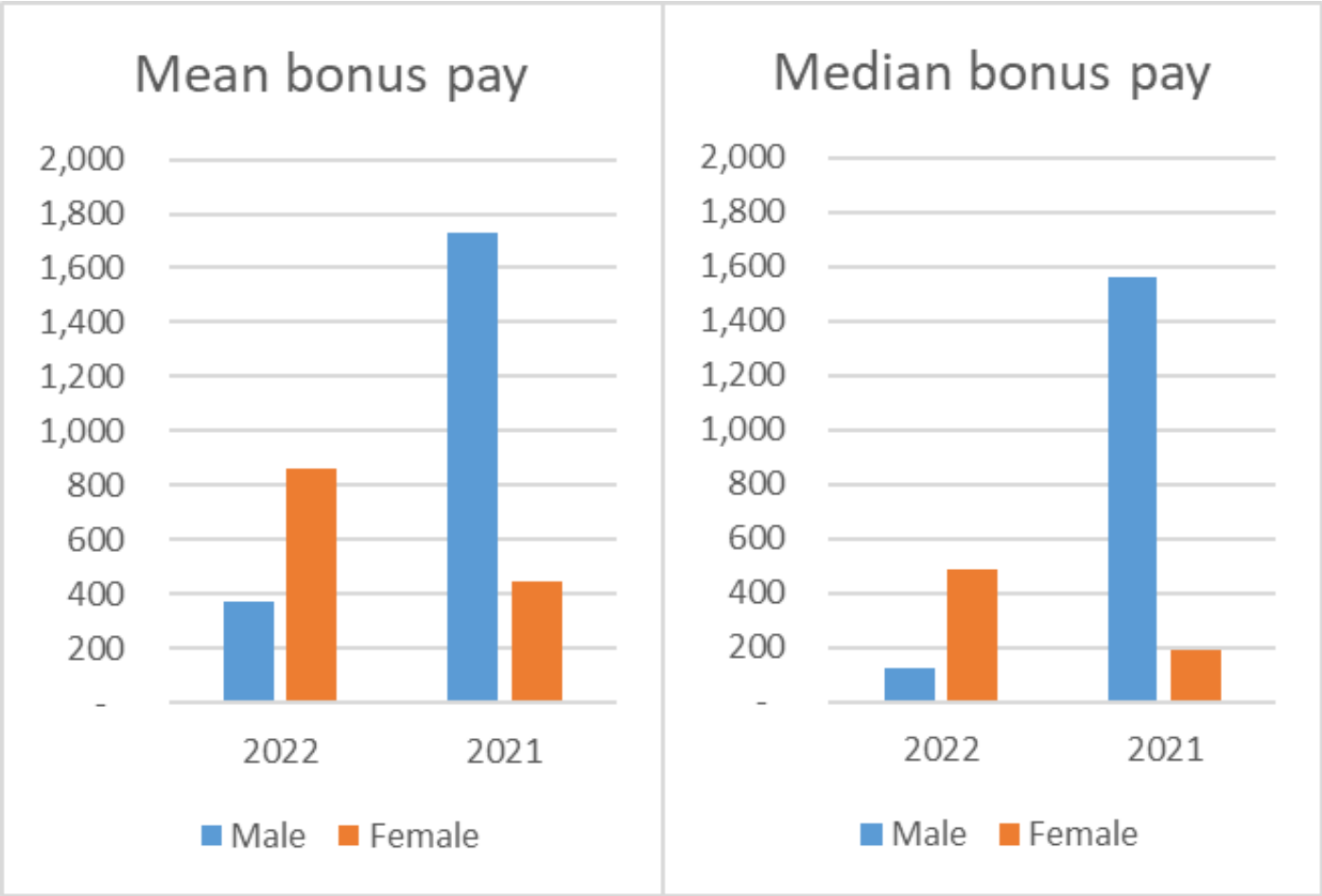
A large proportion of Female employees receive bonuses. These bonuses relate to sale and commission based bonuses to incentivize employees working in clinics.

A low proportion on Males receive a bonus as these employees tend to work in the office based environment (as opposed to clinics) and therefore the incentive bonuses are not applicable.

The number of Males included in the bonus workings are relatively low, therefore a small increase in the number of bonuses paid or not paid to Male employees can have a large impact on the percentage. In the prior year 8 Males received a bonus, 24%, this year 4 received a bonus, 11%.

5. Mean (average) gender pay gap for bonus pay and 6. Median gender pay gap for bonus pay

The below graphs show information on bonuses paid in 2022 and 2021.



Note: Bonuses include the multiple lines. These range from standard annual bonuses to bonuses relating to sales performance and commissions.

Calculation 4 and 5

The gender pay gap for bonus pay is summarised below:

Gender Pay Gap for bonus pay		
	Mean	Median
2022	-130%	-298%
2021	74%	88%

Mean

The mean gap of -130% demonstrates Male employees received lower bonuses, £374, than Female employees, £861. In the prior year there were a small number of male employees who received relatively large bonuses, this explains the large mean in the prior year, £1,731.

Median

The median gap of -298% demonstrates Male employees received lower bonuses, £122, than Female employees, £486. In the prior year there were a small number of male employees who received relatively large bonuses, this explains the large median in the prior year, £1,558.

Methodology

Lasercare is required to submit Gender Pay information each year. Details regarding the calculation are shown below.

Required information

- Six items are required to be submitted, as shown below:

Gender pay gap figures

You must calculate, report and publish these gender pay gap figures:

- percentage of men and women in each hourly pay quarter
 - mean (average) gender pay gap for hourly pay
 - median gender pay gap for hourly pay
 - percentage of men and women receiving bonus pay
 - mean (average) gender pay gap for bonus pay
 - median gender pay gap for bonus pay
- **April 2022** is the pay period used in preparing the calculations.
 - Guidance is provided on the government website on how to produce the required information:
 - <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/preparing-your-data>
 - <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/making-your-calculations>
 - Detailed workings are produced using various payroll data. These workings have been produced using the **same methodology as the prior year**, therefore will produce comparable results.