

SKN Group

Gender Pay Gap Reporting Apr 2024

Enhancing the health & wellbeing of the nation through improved confidence



sk:n



The
Harley
Medical
Group
FOUNDED ON CARE



The
MOLE
Clinic



skinbrands
the professional choice



abc
MEDICAL



The Skin
Experts

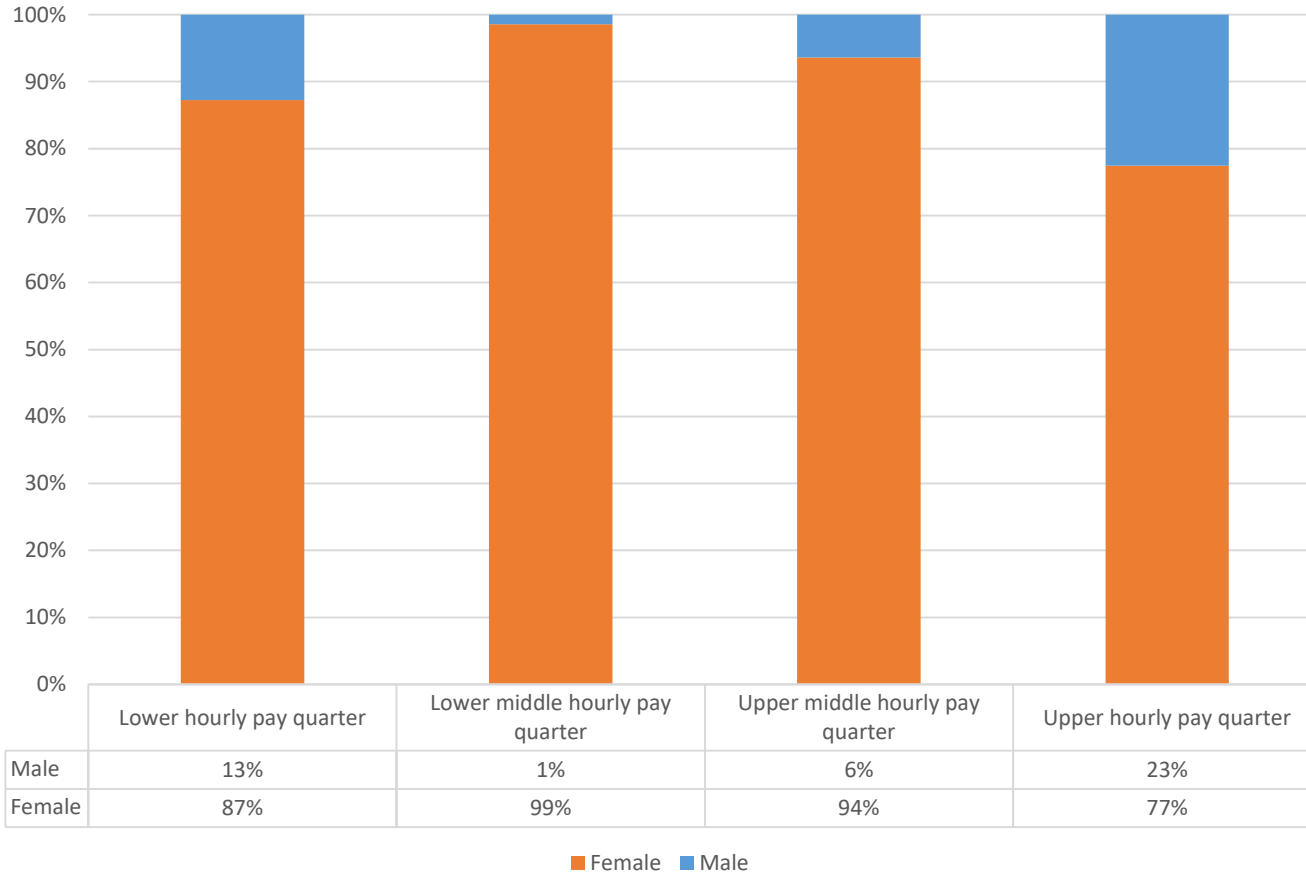


skn
SKIN
KNOWLEDGE
NETWORK

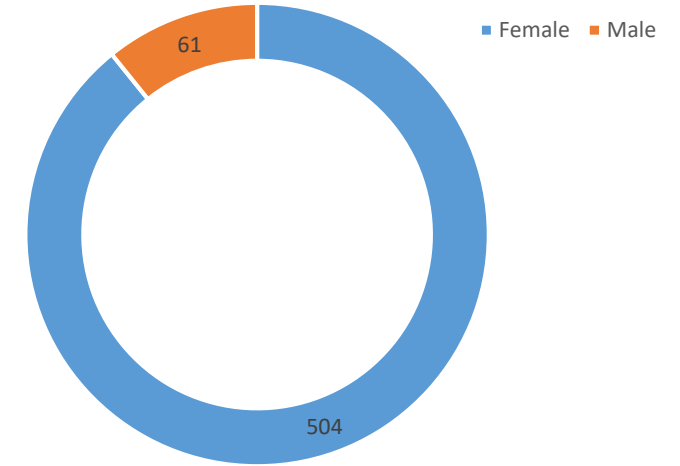
1. Percentage of men and women in each hourly pay quarter

The majority of Skn Group employees are Female, 89%. 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



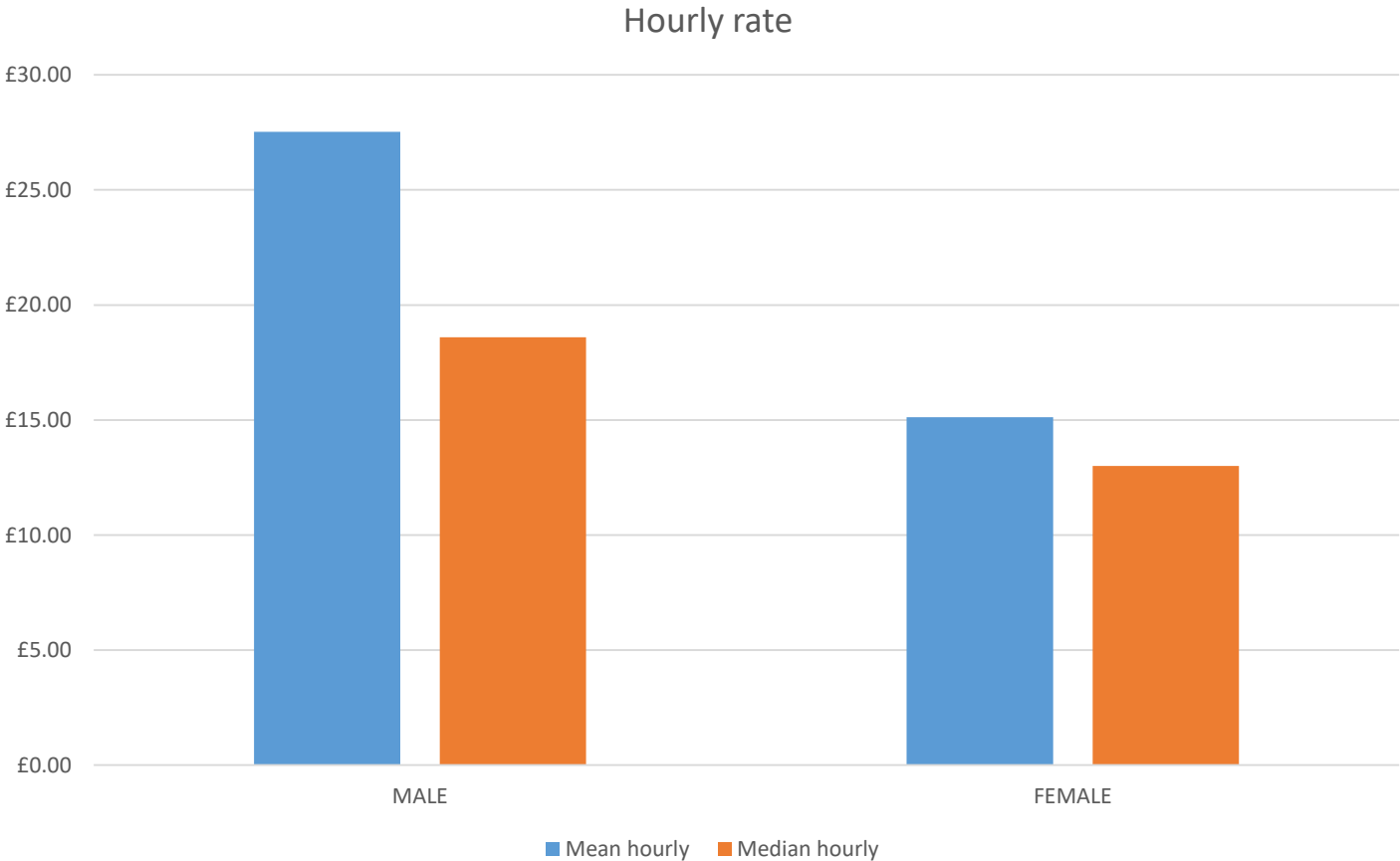
The vast majority of employees of Lasercare are Female, making up 89% of all employees.

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 in April 2024



Calculation 2 and 3

The gender pay gap is summarised below:

2024	% gap
Mean hourly	29%
Median hourly	18%

Mean

The mean gap of 29% has reduced since 2022 when it was 33%. Mean Male hourly pay is £27.53, mean Female hourly pay is £15.13.

Median

The median gap of 18% has reduced since 2022 when it was 35%. Median Male hourly pay is £18.60, mean Female hourly pay is £13.00. 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.