

Gender Pay Gap

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. Sunrise UK and Gracewell have nearly 5,000 team members. However, in April 2020 we were employed through eight legal entities. This meant publishing gender pay data for two legal entities only:
Gracewell Healthcare 3 Ltd (1508 number of employees)
Sunrise UK Operations Ltd (2371 number of employees)

Our Results

Sunrise UK Operations Ltd

Hourly rate of pay				
	Male (£)	Female (£)	Difference (%)	
Mean	12.5	11.97	4.24%	
Median	11	10.53	4.27%	

Bonus pay for 12 months				
	Male (£)	Female (£)	Difference (%)	
Mean	2967.56	3306.59	-11.42%	
Median	1918.53	1093.39	43.01%	

Employees who received bonus pay				
Gender	Total number of employees	Number who received bonus pay	Proportion of total (%)	
Male	423	85	20.09%	
Female	1948	268	13.76%	

Employees by quartile pay bands					
Gender	Number of males	Number of females	Total number of employees	Proportion of males in quartile (%)	Proportion of females in quartile (%)
Upper	157	435	592	26.52%	73.48%
Upper middle	95	498	593	16.02%	83.98%
Lower middle	83	510	593	14.00%	86.00%
Lower	88	505	593	14.84%	85.16%

Gracewell Healthcare 3 Limited

Hourly rate of pay				
	Male (£)	Female (£)	Difference (%)	
Mean	13.29	16.78	-26.26%	
Median	11.24	13.69	-21.80%	

Bonus pay for 12 months				
	Male (£)	Female (£)	Difference (%)	
Mean	3774.13	4452.59	-17.98%	
Median	250	250	0.00%	

Employees who received bonus pay				
Gender	Total number of employees	Number who received bonus pay	Proportion of total (%)	
Male	267	30	11.24%	
Female	1241	119	9.59%	

Employees by quartile pay bands					
Gender	Number of males	Number of females	Total number of employees	Proportion of males in quartile (%)	Proportion of females in quartile (%)
Upper	94	283	377	24.93%	75.07%
Upper middle	68	309	377	18.04%	81.96%
Lower middle	54	323	377	14.32%	85.68%
Lower	51	326	377	13.53%	86.47%

I, Dr. Natalie-Jane Macdonald, CEO, confirm that the information provided in this statement is accurate.