

GENDER PAY GAP REPORT 2024

NRS Healthcare are pleased to publish details of our gender pay gap and bonus gaps, as well as the proportions of men and women in each pay quartile of our workforce.

The gender pay gap is the difference between the average hourly pay of men and women, measured as both a median and mean percentage.

This report is based on a snapshot of data from 5th April 2023. It is important to note that this is not the same as an equal pay review, which compares pay for males and females in the same or similar roles.

About NRS Healthcare

On the 5th April 2023 NRS Healthcare employed 1379 people, with a gender split of 66% male and 33% female. Given the service nature of our business we transfer colleagues over to NRS and do so by maintaining their pay and terms and conditions of service under the TUPE regulations, which may have some influence on pay levels.

Our approach to pay and equality

NRS Healthcare prioritises diversity, equality and inclusion in all aspects of the company, from recruitment to career development. We have an internal ESG team who are further developing our ED&I strategy.

E-learning packages are used to educate employees on equality, diversity and inclusion. We use wide-reaching recruitment methods to attract diverse candidates and are committed to appointing and promoting individuals based on their skills and abilities, regardless of gender.

Our gender pay gap results

Median Pay Gap:	7.82%
Mean Pay Gap:	4.55%

We are pleased to see an improvement in our results compared to last year which demonstrates that our gender diversity, mean, median and bonus pay have all improved.

The NRS median pay gap is significantly below UK average of 14.3%. However, we recognise there is still work to be done and will continue our focus on this important area of business leadership.

Our bonus pay gap results

NRS had an equal number of male and female colleagues in receipt of bonus payments.

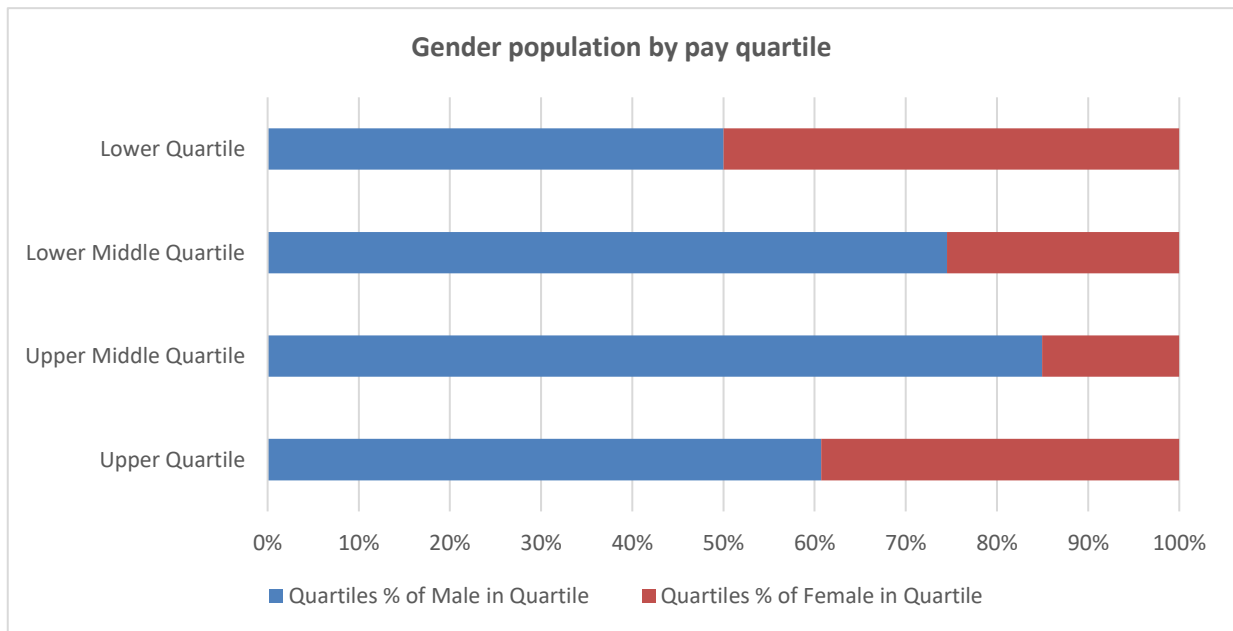
Bonus Received – Male	17.84%
Bonus Received – Female	17.40%

Our gender population by pay quartile

The chart below shows the gender split per pay quartile, the upper quartile has 15.18% male and 9.82% female. In the last 12 months we have seen a 1.6% increase in females represented in the upper quartile.

The upper middle quartile has 21.24% males and 3.76% females, the lower middle quartile has 18.63% males and 6.37% females.

There is no gender pay gap in the lower quartile which is equal across genders with 12.50% males and 12.50% females.



What's next?

Whilst we are pleased with our continued improvement and results, we recognise that there are still some areas on which we can focus. Here are some of the actions we are going to take:

- Continue to focus on inclusive recruitment practices.
- Continue to enhance flexible working arrangements and remote working options.
- Establish management and leadership training programmes focused on building and developing necessary skills.
- Offer training programmes and workshops on unconscious bias.

I confirm that the information contained within this report is accurate.

David Myers

Chief Executive Officer