



Scapa

Healthcare

Gender Pay Report

April 2019

Scapa Healthcare Gargrave

Gender Pay Report

We are committed to creating a diverse and inclusive workforce here at Gargrave. We ensure that all our people are given fair and equal opportunities to reach their full capability.

Due to this, we embrace the opportunity to report on the Gender Pay Gap so we can continue to review our progress, and identify ways of improving.

The data collated for this report, demonstrates areas of improvement and also opportunities for development. We believe this due to the vast amount of change that has impacted our business over the past twelve months.

Whilst our workforce is appropriately split, males within our organisation receive a higher rate of pay and this due to less males working in entry level positions.

We value professional development at all levels and recognise that this is crucial to our continued success.



Scapa Healthcare Gargrave

Background to the Gender Pay Gap Data

Under legislation, all organisations with 250 or more employees must report on their gender pay gap annually. This must include the following calculations:

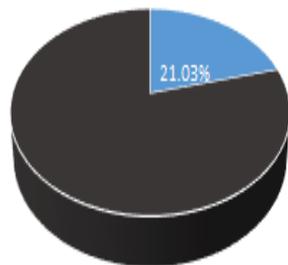
- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

The calculations contained in this report are based on data from Systagenix Wound Management Manufacturing Limited as at April 2018

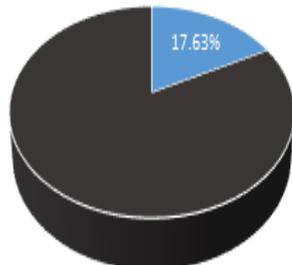
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The Gender Pay Gap Data

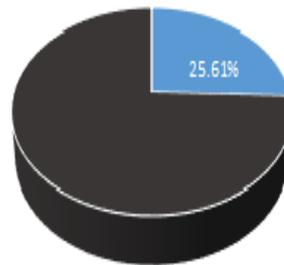
Mean Gender Pay Gap



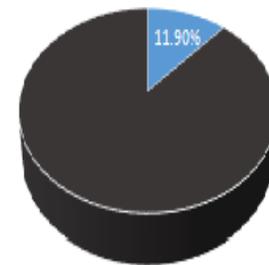
Median Gender Pay Gap



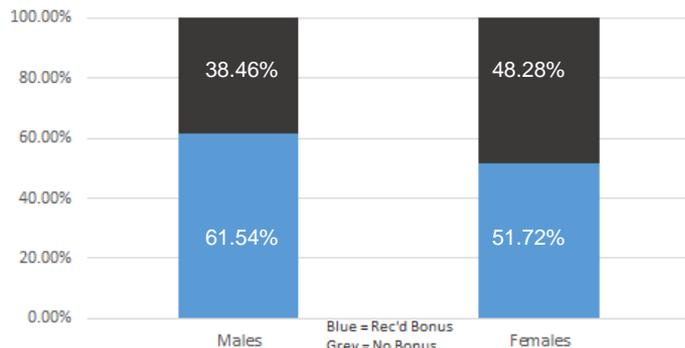
Mean Gender Pay Gap in Bonus Pay



Median Gender Pay Gap in Bonus Pay



Proportion of Males and Females who received Bonus Payment



Quartile Pay Bands

	Males	Females
Lower	36.49%	63.51%
Lower Middle	44.00%	56.00%
Upper Middle	50.67%	49.33%
Upper	71.62%	28.38%

To enable us to continue to reduced the Gender Pay Gap we commit to focus on:

- Continuing to promote people based on merit, and ensure the best person for the role is recruited or promoted, regardless of individual characteristics.
 - Continuing to support flexible working opportunities for all employees, where possible.
 - Continuing to fund development opportunities via the Apprenticeship Levy and Educational Assistance Programmes.
 - Frequently review our compensation data, and benchmark against market rates.
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