



Gender Pay Gap Report

April 2025



Introduction

We're on a journey to position Diversity, Equity, and Inclusion (DE&I) at the centre of our people strategy at Westfield Health.

We've already made progress towards fostering a more inclusive workplace environment, and this year we remain committed to driving improvement.

This is a continuous journey of collecting and listening to employee feedback, whether that's through our regular pulse surveys, wellbeing focus groups or online workshops.

As an employer, we want to embrace authenticity and make sure our people feel comfortable bringing their whole selves to work every single day.

I confirm that the results contained in this report have been generated and fully audited in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Capper
Chief Executive Officer





UK averages, among all employees, in 2021:

- Median gender pay gap: 14.9%
- Mean gender pay gap: 9%

What is the gender pay gap?

There's often confusion about the difference between the gender pay gap and equal pay, but they are not the same thing.

- The gender pay gap looks at the difference between the average pay of all men and all women across the whole business, regardless of job type or how senior they might be.
- Equal pay looks at the pay difference between a man and woman doing the same role.

How is it calculated?

The gender pay gap is reported in two ways: the median and the mean.

For the median pay gap, if we lined up all our men and women in two rows, from the lowest to the highest paid, the median shows the difference in pay between the middle-man and middle-woman.

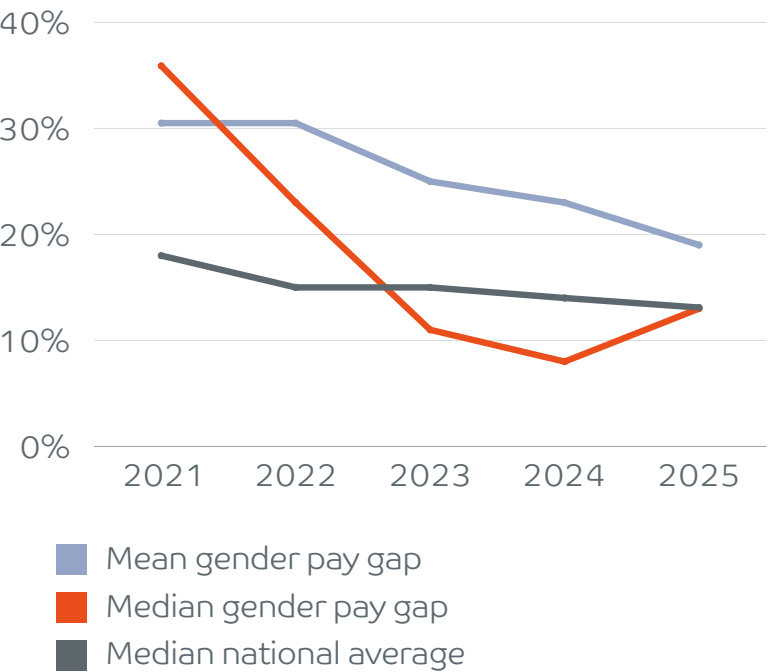
The mean shows the difference between the average pay of all men, and the average pay of all women.

Our Gender Pay Gap: UK

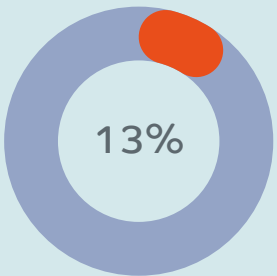
Our median gender pay gap is 13% and our mean gender pay gap is 19% .

This represents significant progress for the organisation in terms of our mean gender pay gap. Our median pay gap has increased in the past year to 13%. In the finance and insurance industry, the average median pay gap is 25%¹.

Gender Pay Gap 2021 to 2024

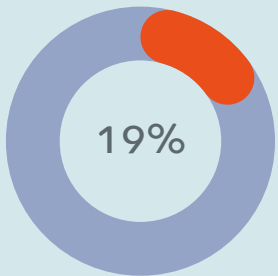


Median gender pay gap

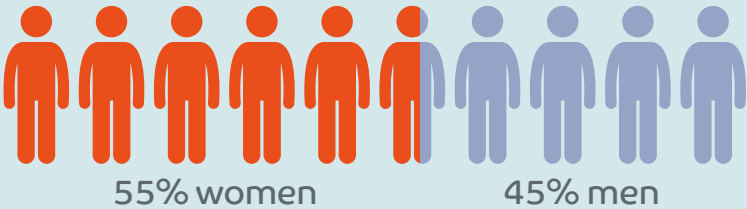


↓ 23% since 2021

Mean gender pay gap



↓ 12% since 2021



Total colleagues:
305

Women:
169

Men:
136



Our Gender Pay Gap: UK

Gross Hourly Rate of Pay	Male		Female		Difference
Count	136		169		
Mean	£25.82		£20.80		19%
Median	£19.56		£17.00		13%
Bonus Pay					
Mean	£7,644		£5,386		29.5%
Median	£2104		£1561		26%
Employees receiving bonus	88		129		
Proportion receiving bonus	65%		76%		
Quartiles (Gross Hourly Pay)	Count	%	Count	%	
£0.00 to £13.12	27	36%	49	64%	
£13.12 to £17.58	32	42%	44	58%	
£17.58 to £27.17	29	38%	47	62%	
£27.17 to £193.34	48	62%	29	38%	

Our Gender Pay Gap: Europe

	Salaries	% Gap	Bonusses	Pay Gap
The Netherlands				
Median				
Female	€15.30		€ 125.49	
Male	€15.55	1.61%	€ 190.00	35.97%
Mean				
Female	€15.89		€ 401.53	
Male	€18.10	12.21%	€ 409.97	2.06%
Belgium				
Median				
Female	€ 13.00		€ 339.59	
Male	€ 14.87	12.58%	€ 261.42	-29.90%
Mean				
Female	€ 14.09		€ 541.92	
Male	€ 17.16	17.89%	€ 422.50	-28.27%



The Netherlands

35.97% Median gender pay gap.

2.06% Mean gender pay gap.



Belgium

-29.90% Median gender pay gap.

-28.27% Mean gender pay gap.

	Salaries	% Gap	Bonusses	Pay Gap
Germany				
Median				
Female	€ 17.39		€ 170.25	
Male	€ 16.40	-6.04%	€ 97.78	-74.12%
Mean				
Female	€ 18.99		€ 379.42	
Male	€ 21.08	9.91%	€ 981.04	61.32%
Ireland				
Median				
Female	€ 15.33		€ 411.14	
Male	€ 15.23	-0.66%	€ 521.91	21.22%
Mean				
Female	€ 17.10		€ 478.26	
Male	€ 21.50	20.47%	€ 553.77	13.64%



Germany

-74.12% Median gender pay gap.

61.32% Mean gender pay gap.



Ireland

21.22% Median gender pay gap.

13.64% Mean gender pay gap.

Gender Pay Gap in Context

2021

We started tracking our gender pay gap in 2021 and proactively tried to reduce it throughout our pay review process.

Before 2021, our median pay gap was 35.9% and mean pay gap was 30.5%.

2024

Since 2021, our median gender pay gap has fallen to 13% and our mean gender pay gap has dropped to 19%.

In the past year, our mean gender pay gap has continued to fall, while the median has risen slightly since 2023. Reducing this gap remains a priority, and we'll demonstrate our commitment to this through our processes and actions across the business.

What changes have we made?

We've seen a reduction in our gender pay gap due to the following changes and improvements:

- ✓ Fair, transparent and inclusive pay reviews that involve all our management structures.
- ✓ Increased flexible working opportunities.
- ✓ Engagement events and colleague-led network groups, on topics such as menopause.
- ✓ Improved D&I data collection, integrating all colleagues across the group.



What's next?

Our aim for the future is to focus on our mean pay gap while ensuring our median pay gap remains below the national average. Women in leadership remains our main focus area.

Currently 35% of our Head of Department cohort are women (six people) and 14% of our Executive Leadership team are women (one person).

Although we have seen improvements in our results and currently sit at the national average for the median gender pay gap, we need to continue to build on this momentum through our DEI strategy.

To do this, we'll focus on the following:

- Recruitment
- Training
- Partnerships
- Colleague engagement activities
- Mentoring and support for women





Get in touch

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