



Published April 2024

# GENDER PAY REPORT

Bluestones Medical





## Introduction

At Bluestones Medical, we are firmly committed to promoting gender equality and providing equal opportunities across our entire workforce. We believe that having a diverse team with a range of perspectives and backgrounds will better us as a company and the communities we serve.

With over 600 internal and temporary staff, we strive to create an inclusive culture where everyone feels valued and respected to reach their full potential. From our hiring practices to career development initiatives, we actively work to eliminate barriers and biases that could prevent any individual from advancing based on their gender. Tackling inequality is not just the right thing to do, but essential for driving innovation, engagement, and success in today's competitive landscape.

## Gender Pay Report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all organisations with over 250 employees are required to report on their gender pay gap.

A gender pay gap report provides insight into the difference in average earnings between male and female employees across an organisation. It looks at mean and median pay gaps, as well as the distribution of men and women across pay quartiles. This sheds light on representations and opportunities at different pay levels. The report also examines bonus pay gaps.

By analysing this data, we can identify potential inequalities, monitor progress over time, and take steps to address disparities and promote greater equity in compensation and career advancement.

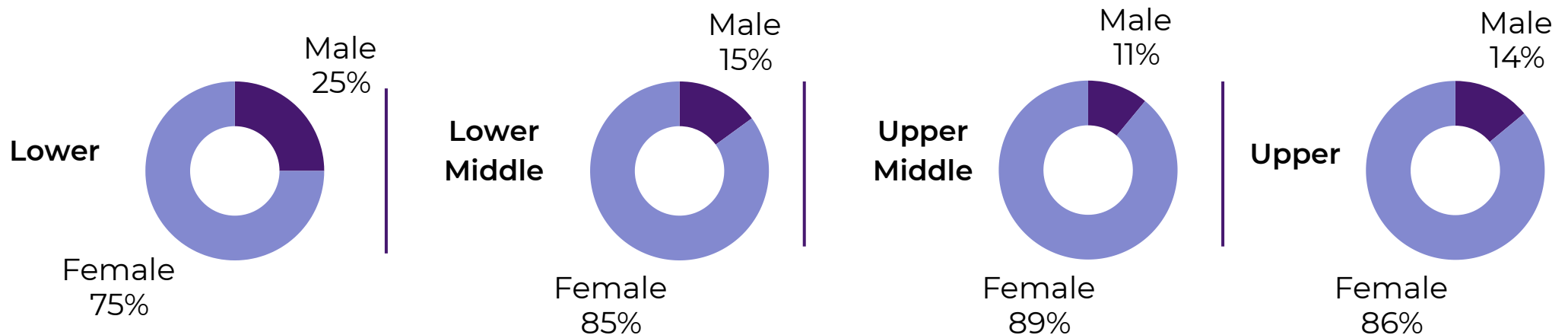


# Bluestones Medical

Bluestones Medical have 28 internal employees within the organisation, but as a staffing agency, supplying healthcare professionals to healthcare facilities, there are over 600 employees throughout the company. As we supply a large majority of our candidates to other employers, we do not have complete control of who they accept and the pay rates that can be offered to them, however we ensure that all of our screening and onboarding processes are fair and provide equal opportunities no matter of gender, race and background.

## Pay Quartiles

Pay quartiles divide a workforce into four equal groups based on hourly pay rates, from lowest to highest. This shows the proportions of men and women at different pay levels within our organisation, revealing potential gender imbalances across pay ranges. The Upper Quartile relates to the top 25% of earners whilst the Lower Quartile represents the bottom 25% of earners.



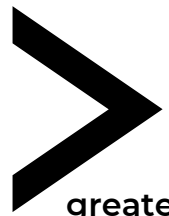


# 3. Hourly Pay Rates

## Mean Hourly Pay Rate

The mean hourly pay rate is the average hourly wage across all employees of a particular gender. It is calculated by adding up the hourly rates and dividing by the total number of employees. Comparing the mean hourly pay rates between men and women highlights any overall gender disparity in pay levels.

Female Mean Pay Rate



17%

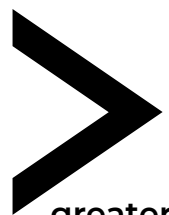
Male Mean Pay Rate

greater mean pay gap for female to male employees

## Median Hourly Pay Rate

The median hourly pay rate is the middle hourly wage when all employees of a gender are listed from lowest to highest paid. Comparing the median rates between men and women identifies if a gender pay gap exists at the midpoint.

Female Median Pay Rate



63%

Male Median Pay Rate

greater median pay gap for female to male employees





4.

# Bonus Rates

## Bonuses

This highlights the split between men and women that received a bonus.



Female Mean Pay Rate

32%

Male Mean Pay Rate

greater mean bonus gap  
for male to female employees

Female Median Pay Rate

50%

Male Median Pay Rate

greater median bonus gap  
for male to female employees





# Conclusion

These gender pay gap findings provide critical insights that will help guide our efforts to build a more equitable and inclusive workplace. Understanding where inequalities exist allows us to have focused conversations, implement targeted initiatives, and track our progress over time. By shining a light on this data, we reinforce our commitment to gender equality as a core value and business imperative. Achieving parity is not just the right thing to do, but essential for attracting and retaining top talent, driving innovation, and delivering better outcomes.

# Looking forward

To continue our momentum, Bluestones Medical will take a multi-pronged approach. This includes:



Analysing recruitment, promotion, and pay practices to remove bias and barriers.



Expanding professional development, training and mentorship equally across the organisation to ensure career advancement and to promote equality and inclusion within all job postings.



Continuously review, develop and execute our ED&I action plan.





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## Confirmation Statement

I, on behalf of Bluestones Medical, confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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**Darren Logue**  
Managing Director