



**Wyre Forest**  
Health  
Partnership

# Gender Pay Gap

April 2024

Wyre Forest Health Partnership (WFHP) is a large GP super partnership operating across five sites in Kidderminster and the surrounding area. As an organisation committed to fairness, equality, and inclusivity, we recognise the importance of understanding and addressing the gender pay gap within our workforce.

This is our first year reporting the Gender Pay Gap as our workforce continues to grow. Our mean pay gap between male and female employees is 13.9%

WFHP employs over 300 employees but has a significant breadth of roles and pay ranges for an organisation of its size with over 30 different jobs roles

Our gender pay gap reporting allows us to reflect on the distribution of roles within our organisation, understand the underlying factors influencing pay disparities, and take meaningful steps towards greater workplace equality. We remain committed to ongoing improvements, ensuring that our policies, recruitment, and career development initiatives continue to support a diverse and inclusive workforce.

## Median pay gap

The median pay gap is the difference in pay between the middle-ranked woman and the middle-ranked man. If you place all the men and women working at a company into two lines in order of salary, the median pay gap will be the difference in salary between the woman in the middle of her line and the man in the middle of his.

## Mean pay gap

The mean pay gap is the difference between a company's total wage spend-per-woman and its total spend-per-man. The number is calculated by taking the total wage bill for each and dividing it by the number of men and women employed by the organisation.

This is the first time we have published our gender pay gap. Our median (or midpoint) gender pay gap is 59%; our mean gap (the differences between the average earnings of males and females) is 13.2%. Our mean and median bonus gap is 100%.

This is largely by differing roles taken by men and women within the organisation. During the reporting period only one bonus payment was made driving the large bonus gap.

Female employees are a majority of all employees within all quartiles of WFHP Staff, making up 86% of our upper hourly quartile. Both our median and mean gender pay gap are a result of a significant under representation of men within our lower hourly paid quarter where 99% of employees are female.

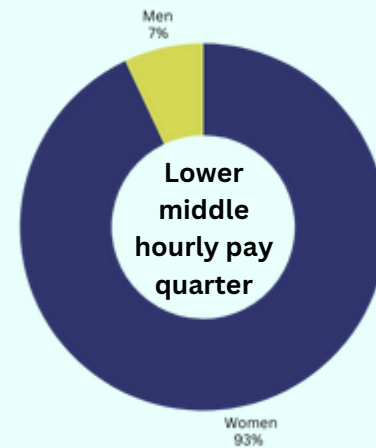
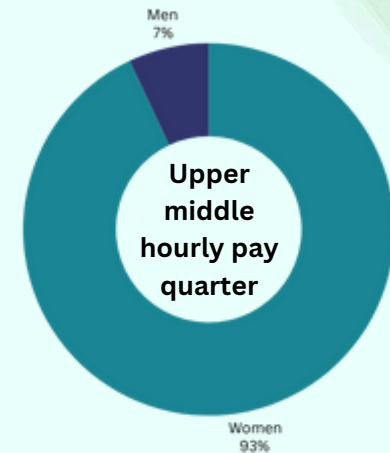
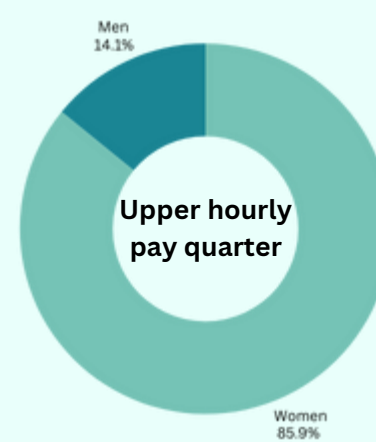
In reviewing a random sample of roles advertised within the lower quartile only 4% of applicants were male.

**Mean and Median gender pay gap in hourly pay as a % of men's pay**

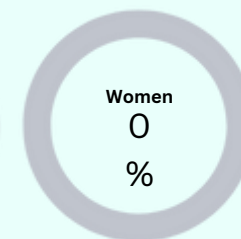
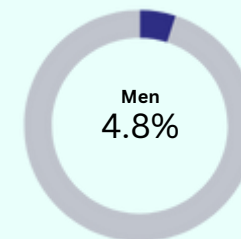
Mean	Median
13.2%	59.0%

**Mean and Median gender pay gap in bonus pay as a % of men's pay**

Mean	Median
100%	100%



**% of men and women receiving bonus pay**



## Taking Action - Driving Development and Career Progression

We recognise that driving development and career progression is key to addressing the gender pay gap. By supporting career growth, leadership development, and mentoring opportunities for all employees, we aim to create a workplace where talent is nurtured, and progression is based on skills and experience.

-We have begun working closely with local colleges and schools to support and develop local talent. We are delighted that our most recent cohort of apprentices is thriving and has a significantly improved Gender Balance.

-Building on training and development within our organization we have built an internal learning and development offering which will begin to roll out to our receptionist cohort this year. Separately we will be delivering a leadership skills programme to our mid-level managers from the beginning of April 2025.



-Challenging outdated perceptions of roles within our organisation is key to improving our gender balance. Our recruitment and retention team will be reviewing how our job roles are advertised and displayed to attract diverse talent from across the region, with a particular focus on attracting more males into the organisation, particularly in administration, nursing and HCA roles.

-Our clinical development opportunities continue to expand, and we work closely with local training providers to find the best clinical development opportunities possible. Over the past two years we have supported three Health Care Assistants to complete their nursing degrees, and we continue to invest in the clinical development of all employees including supporting administrative employees to develop into Healthcare Assistant and Phlebotomy roles.



## About the Wyre Forest Health Partnership

We are a well-established partnership of five GP surgeries, serving over 73,780 patients across the Wyre Forest area in North Worcestershire. With a dedicated team of over 300 staff, we are committed to providing high-quality, patient-centred care while adapting to the evolving needs of the NHS.

From the outset, our vision has been to build a forward-thinking organisation that preserves the core values of General Practice while embracing a modern structure that enables us to thrive in today's healthcare landscape. We are proud to have created a partnership that balances tradition with innovation, ensuring long-term sustainability and excellence in patient care.

73,780 PATIENTS

300+ STAFF



As the NHS continues to evolve and integration with wider healthcare providers becomes increasingly important, we recognise the need to adapt and grow. Our partnership provides the stability and structure required to navigate these changes effectively, positioning us at the forefront of primary care transformation.

Continuity of care between patients and their clinicians remains our highest priority. To support this, each of our sites is managed on a day-to-day basis by a dedicated site-based manager, working closely with site-based partners and staff. In addition, we have developed a strong, collaborative team of managers and administrators who work across the partnership, ensuring that each site delivers the best possible care while also meeting the key challenges facing primary care.

As members of the Herefordshire and Worcestershire Integrated Care System, we play an active role in shaping the future of local healthcare, working alongside other providers to enhance patient outcomes and service delivery.