

Gender Pay Gap 2024

Reporting Period – 12 months up to and including April 2023

Introduction

In 2018 the UK government made it a legal requirement of UK businesses to disclose and publish their gender pay gap. This is now MAC's second year of reporting on the Gender Pay Gap.

The following report is based on figures taken on the snapshot date of 5th April 2023, and includes the following metrics:

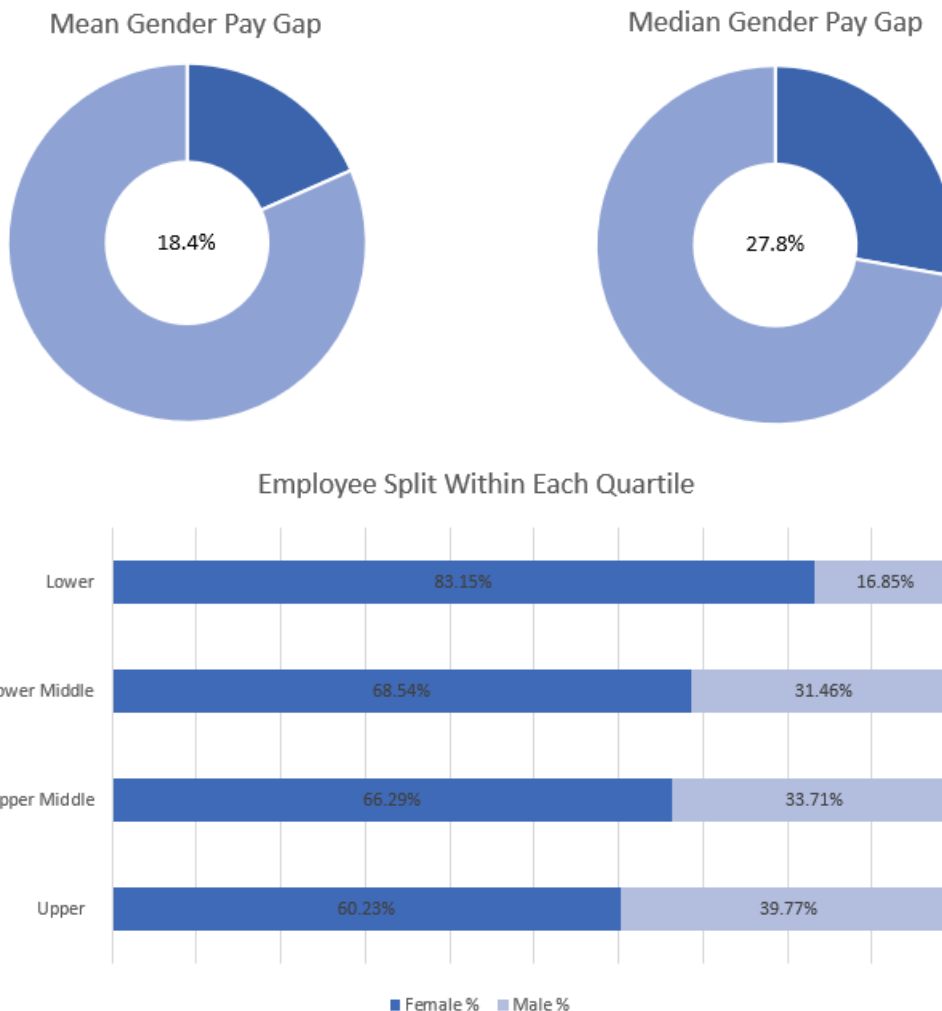
- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap for hourly pay
- median gender pay gap for hourly pay

The government also requires us to publish the above data in relation to bonus information. As MAC does not currently have a bonus scheme in place, we have not published any data in relation to this.

Gender Pay vs Equal Pay

Gender pay differs from equal pay. Equal pay deals with pay differences between men and women who carry out the same or similar jobs or work of equal value. Gender pay analyses the difference in the average pay between men and women across the organisation, regardless of the jobs they do. Therefore, it is important to note that a gender pay gap can exist without any equal pay provisions being breached.

Statistics



Understanding our Gender Pay Gap

The data shows that our gender pay gap is 18.4%. This means that on average, when looking at total pay for the Company, men's average pay is 18.4% more than women's. Note, that there has been a slight reduction in this gap since we did the same exercise last year, showing a 0.4% drop. Similarly, our median pay gap is 27.8%, meaning that the mid point of men's pay in MAC is 27.8% higher than the midpoint of women's pay. This has increased since last year by 2.1%.

MAC is a female dominated company, with women making up nearly 70% of the company's workforce and being the dominant sex in all quartiles. Although women do make up the majority of the workforce, they significantly outnumber the men in the lower quartile, meaning that when we look at the average and median pay, women's pay is heavily weighted towards the lower pay scales of the company, despite being well represented in all quarters.

It is interesting to note how the statistics have changed in 12 months. Whilst we have not managed to increase our male population in the lower quartile in relation to female, it is important to note that the overall % of women in each quartile has increased, with the lower middle quartile aligning now more with the upper quartiles than the bottom one, likely down to the increase in women in our junior management positions.

What will we do to improve the gap?

The majority of managers and the senior leadership team at MAC are female. We also have a high percentage of employees at a lower level who are female along with most of our part time employees also being female and in more junior roles within the business. This is not an atypical pattern in the healthcare sector, with these lower quartile roles being attractive to women. MAC will continue to look at addressing the imbalance in roles at all levels of the company. Attracting more men into all levels, with an emphasis on the more junior entry level roles, is key to providing better balance across the workforce, whilst continuing to provide career progression and development for our female employees.

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Mark Dale

Chief Executive Officer