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# Gender Pay Gap report

**April 2025**

It is our purpose to deliver great primary care by improving access, outcomes and patient experience.

Our values are to be Caring, Ambitious, Resourceful and strive for Excellence. We have a values led culture of leadership that prioritises equality, inclusivity and consistency across all of our services.

Operose Health celebrates the 1,400+ female colleagues who work with us to help improve the outcomes, access and experience of over 700,000 patients across the UK.

## **We're incredibly proud to be an organisation:**

- ✓ With a female CEO
- ✓ That has 57% female representation at a senior leadership level.
- ✓ Who's practices teams empower female patients by reducing stigma around women's health conditions and cancer screening.
- ✓ Who use data and innovation to actively reduce healthcare inequalities within the communities that we serve.



As an organisation who employs over 250 employees, we are legally required to publish a Gender Pay Gap Report annually for two of the entities within our Group – AT Medics Limited and The Practice Surgeries Limited (TPS).

To provide a full and transparent view of our organisation and our approach and commitment to closing the Gender Pay Gap, we have gone above our legal requirements and produced this additional report to provide greater clarification on our gender pay gap.

**We are committed to closing and eradicating the gender pay gap and treating all colleagues equally and fairly.** To help close our gender pay gap, over the coming year we will be:

- ✓ Promoting diversity across all of our workforce roles.
- ✓ Continuing to do more to ensure our Policies and processes support female progression and development.
- ✓ Conducting a benefits review to ensure our offering to employees is in line with employees wants and needs, following feedback from our colleague survey, and helping to improve our offering as an employer of over 1,400 women.
- ✓ We will be conducting an organisational development review which will allow us to review pay gaps and align where the opportunity is available.
- ✓ In 2024 we also reviewed our Policies and process to ensure that flexible working, menopause and women's health are sufficiently well represented and actioned across our organisation.

- As an entire Group – 75% of our workforce is female and 25% male.
- In 2024 the UK National Pay Gap was 6.9%.
- The [BMA in June 2024](#) released a report showing that the gender pay gap for GPs was 33.5%.

For all GPs across all the entities that make up our organisation, we have a pay gap of 3.3% which **significantly lower than the national average and that reported for GPs.**

We understand that our gender pay gap for TPS appears to be an outlier at 55%.

- This figure is because of the very small number of male colleagues within this entity 53 individuals out of 417 where 58% of these male colleagues are GPs and so are within the upper pay quartile.
- 3.85% of colleagues within TPS are male and working within the lower quartile roles, 12% of employees within TPS are male - which is representative of the healthcare industry.

**Analysis of our job families** within TPS shows that our mean and medians are **comparable to UK averages.**

Whilst comparable, this is still something that as an organisation **we want to improve upon.** Closing this gap is a priority for our Executive and Senior Leadership Teams.

Further details of AT Medics Limited and The Practice Surgeries Limited's Gender Pay Gap reporting can be found below.

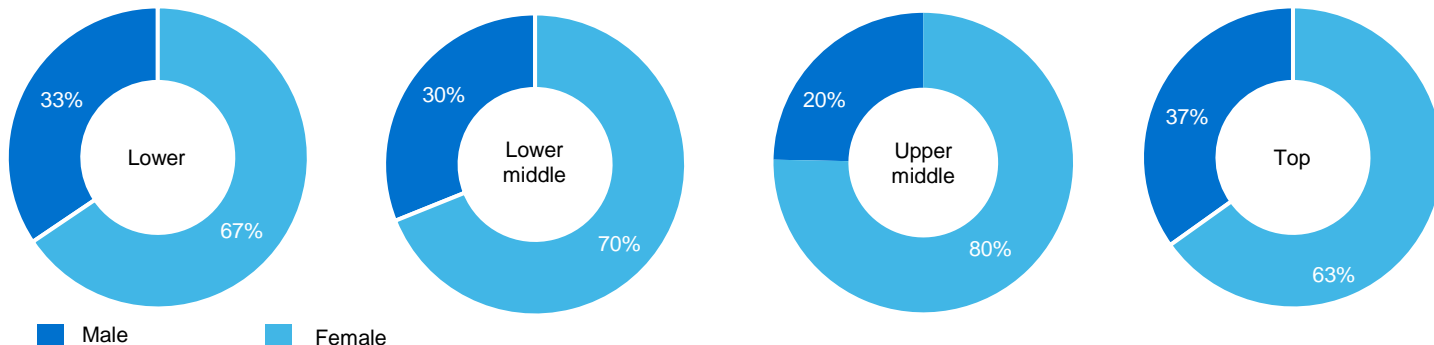
**AT Medics Limited** employed 947 people on the date of reporting – 70% of these employees are female and 30% are male.

## Proportion of female and males in each quartile and hourly pay

Our  
mean  
13.64%

Our  
median  
-6.77%\*

\*increase from -3.86% in the 2023 reporting year.



A minus hourly pay gap indicates that the pay gap is in favour of females, a positive figure means the pay gap is in favour of males.

AT Medics has not given bonuses for the 2024 reporting year and therefore there is not data to report.

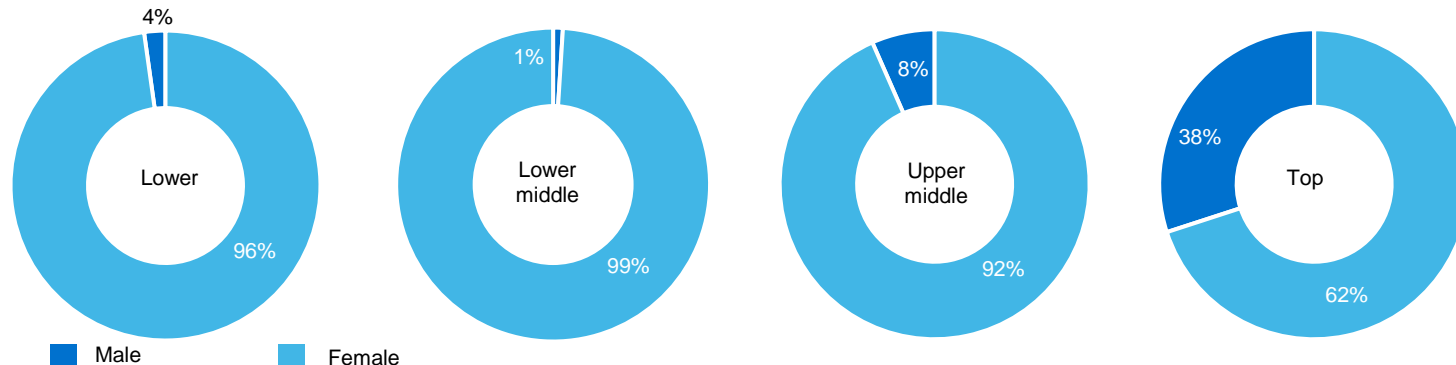
# The Practice Surgeries summary

**The Practice Surgeries Limited** employed 417 people on the date of reporting – 88% of these employees are female and 12% male.

## Proportion of female and males in each quartile and hourly pay

Our  
mean  
55.09%

Our  
median  
76.30%



A minus hourly pay gap indicates that the pay gap is in favour of females, a positive figure means the pay gap is in favour of males.

The Practice Surgeries has not given bonuses for the 2024 reporting year and therefore there is not data to report.