

Gender Pay Gap Report

January 2018

Introduction

“Everyone can reach their true potential”

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

Health-on-Line is part of the AXA group and is committed to the principles of equal pay for all our employees. As such we share an absolute commitment to becoming a truly inclusive place to work, where everyone can reach their true potential. We believe that not only is this the right thing to do, but it is vital for the success of our business.

“Whilst far from the full picture, gender pay gap reporting gives the impetus for businesses like AXA to take a cold, hard look at how well we’re doing in levelling the gender playing field. We’re reacting to what this data is telling us and will be restless in our pursuit of gender parity for our employees”

Amanda Blanc

Group Chief Executive

AXA UK & Ireland

Our Gender Pay Gap

Health-on-Line’s gender pay gap is 22% (median) and 23% (mean) based on an hourly rate of pay as at 5 April 2017.

Our median pay gap is just above the national average of 18.1%, and we understand we have a long way to go and are committed to understanding and proactively reducing that gap.

Gender Pay and Bonus Gaps

	Median	Mean
Pay Gap	22%	23%
Bonus Gap	29%	26%

Proportion of men and women who received a bonus in the 12 months to 5 April 2017:



What is driving our Gender Pay Gap?

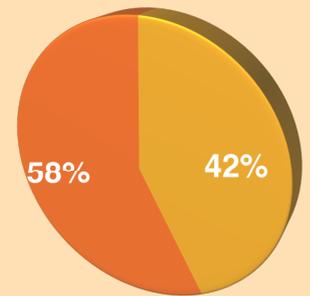
It is not unequal pay that is driving our gender pay gap, because we review all employees pay annually and ensure at point of recruitment we bring all new starters into the same role on the same salary.

Health-on-Line’s gender pay gap is driven by:

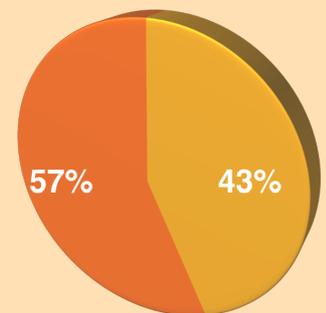
- A higher percentage of men working in senior sales roles, where a monthly bonus is payable.
- More women than men working in lower salaried roles within the operations departments
- The pay quartile analysis shows clearly that there are few women (31%) than men (69%) in the highest paid group.

Pay quartiles show the split of women and men in each quarter of our workforce when ordered by remuneration received. Each quartile contains 95 employees.

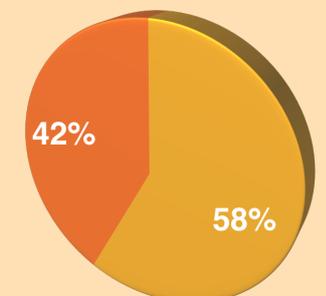
Our Pay Quartiles



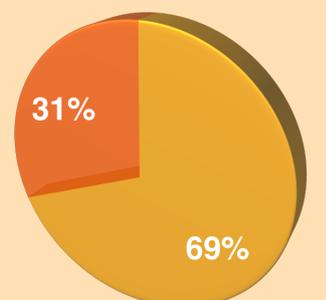
Lower Quartile



Lower mid Quartile



Upper mid Quartile



Upper Quartile

● Male ● Female

What are we doing to reduce our Gender Pay Gap?

"40% of Senior Management positions held by women"

As part of the AXA Group we have set a goal of 40% of Senior Management positions being held by women, by 2020 and we are working to ensure this happens in a sustainable way, by:

- Identifying and nurturing a pipeline of talented women
- Raising awareness of, and challenging unconscious bias

"None of actions will succeed without the right culture"

Within Health-on-Line we will:

- 1) Review our job adverts to ensure that they are appealing to both men and women - particularly in areas such as IT and Sales.
- 2) Look at a variety of channels for recruitment - to ensure we encourage people from all groups to apply
- 3) Offer more support and training to managers with people on maternity, adoption or shared parental leave so they are able to better support people returning to work following extended leave
- 4) Consider where flexibility can be offered from point of recruitment

Both the causes of gender pay inequity and the potential solutions are complex and varied. Meaningful and sustained change will take time and consistent focus by our most senior leaders and we recognise that none of our actions will succeed without the right culture. Placing diversity at the heart of recruitment, promotion and succession planning is vital to help us achieve our aim of gender equality across our organisation, at all levels.

Declaration

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



Andrew Morfey
Finance Director
Health-on-Line



Mike Dalby
Managing Director
Health-on-Line

