

Optegra UK Limited

Gender Pay Gap Report 2025

Snapshot date: 5 April 2025

1. Introduction

This report sets out the gender pay gap for Optegra UK Limited as at 5 April 2025, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Optegra UK Limited provides ophthalmology services across England, delivering both NHS and private patient care through a network of hospitals and clinics.

Gender pay gap reporting measures the difference in average pay between men and women across the organisation. It does not measure equal pay, which relates to men and women being paid the same for the same or equivalent work.

2. Gender Pay Gap – Headline Figures

Mean gender pay gap: 25.89%

Median gender pay gap: 25.74%

Mean bonus gap: 42.84%

Median bonus gap: 38.46%

% of males receiving bonus: 4.38%

% of females receiving bonus: 3.68%

The data shows that:

- Male employees received significantly higher bonus payments on both a **mean** and **median** basis.
- A slightly higher proportion of **male employees** received a bonus compared to **female employees**, although overall participation is low across both groups.

3. Pay Quartiles

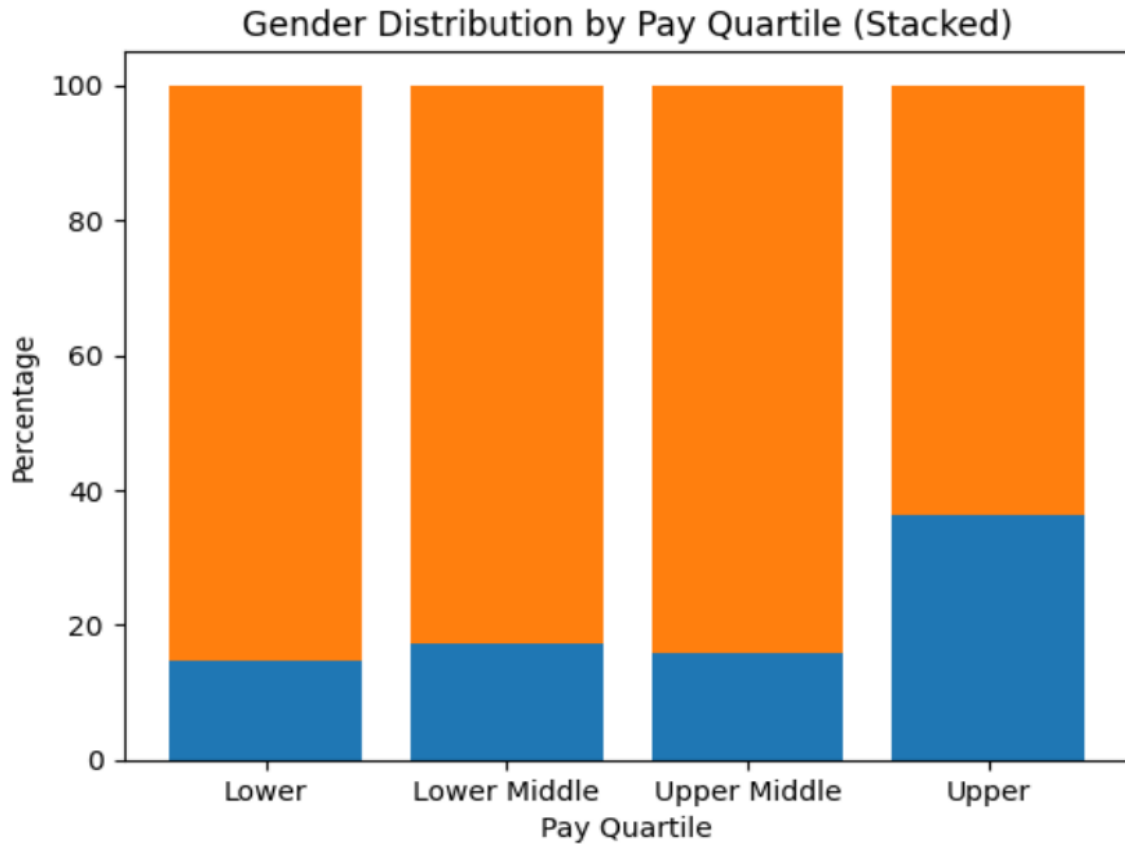
Lower: Male 14.63%, Female 85.37%

Lower middle: Male 17.18%, Female 82.82%

Upper middle: Male 15.85%, Female 84.15%

Upper: Male 36.42%, Female 63.58%

The chart below shows the proportion of male and female employees in each pay quartile, in line with UK gender pay gap reporting requirements.



4. Commentary

This report shows that our **organization** has a mean gender pay gap of 25.89% and a median gender pay gap of 25.74%. These figures are primarily driven by the distribution of men and women across the **organization** rather than differences in pay for the same roles. Our data shows that women are significantly overrepresented in the lower, lower middle, and upper middle pay quartiles, while men are more represented in the upper quartile. This indicates that there are proportionally more men in senior or higher-paid roles. We are committed to reducing our gender pay gap by continuing to review our recruitment, retention, and progression practices. We aim to support greater gender balance at senior levels through targeted development opportunities, fair promotion processes, and inclusive hiring practices. We confirm that the data reported is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

5. Actions and Approach

Optegra will continue to:

- Monitor gender pay gap data on an annual basis
- Review recruitment and selection processes to support fairness and consistency
- Maintain oversight of pay practices to ensure appropriate governance and consistency
- Support development opportunities across the organisation

These actions are part of our ongoing approach to maintaining fair and equitable employment practices.

6. Statement of Accuracy

I confirm that the information contained in this report is accurate.



James Strudwick
Head of HR
Optegra UK Limited