

Gender Pay Gap 2025

Reporting Period – 12 months up to and including April 2024

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 third year of reporting on the Gender Pay Gap.

The following report is based on figures taken on the snapshot date of 4th April 2024, 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 18.61%. This means that on average, when looking at total pay for the Company, men's average pay is 18.61% more than women's. Note, that there has been a slight increase in this gap since we did the same exercise last year, showing a 0.21% increase. Similarly, our median pay gap is 29.49%, meaning that the mid point of men's pay in MAC is 29.49% higher than the midpoint of women's pay. This has increased since last year by 1.69%.

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, bar the upper one. 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.

There has been a notable shift in the months since the previous report of the distribution of men and women in the organisation. The upper quartile was previously female dominant, however has now become more of a 50:50 arrangement. The upper middle quartile has also seen a reduction in female headcount by 3%, however women still dominate this quartile at 63.22%. There could be a number of reasons for this change and is something that as an organisation MAC will be reviewing. The changes could signal increased representation of men at the higher level or higher paying roles, but it is important that we examine whether this shift was accompanied by proactive measures (such as promotions), or whether it simply reflects natural workforce changes.

At the other end of the scale, there has been a notable reduction in women in the lower quartile, reducing by 7.29%. This is a positive sign as it indicates that women are moving away from the lower paying roles. This shift could indicate efforts to promote women into higher paying positions, but further analysis would be required to establish this. The 3% rise in women in the lower middle quartile does indicate there may have been some positive actions taken to redistribute the workforce within the organisation. Whilst all of this is encouraging, it still indicates that women remain concentrated in roles below the median pay level and is something that will continue to be addressed by MAC.

What will we do to improve the gap?

We 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.

We will look at tracking career progression within MAC, so that we can establish how our female employees are progressing through the organisation and then establish any barriers to them progressing further. We also need to look to see if the shifts in the quartiles is down to turnover or progression opportunities. We will continue to review our recruitment and retention strategies to ensure that MAC is an attractive place to work for women. Our hiring practises will aim to ensure non bias in interview panels, gender neutral job adverts and be actively seeking out female talent in the industry, in order to strengthen our diversity at the upper levels.

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