

Gender pay gap 2025

Employee table

Entity	Spire Healthcare Limited		Claremont Hospital Holdings Limited		Spire Healthcare Group plc ¹	
Number of employees (includes bank workers) ²	13,357		273		15,818	
Women's hourly rate is:						
Mean	15.4% lower		-3.3% lower		15.8% lower	
Median	13.4% lower		1.3% lower		12.8% lower	
Pay quartiles:	Men	Women	Men	Women	Men	Women
Top quartile	28.1%	71.9%	22.1%	77.9%	27.9%	72.1%
Upper middle quartile	20.0%	80.0%	17.6%	82.4%	20.4%	79.6%
Lower middle quartile	21.5%	78.5%	19.1%	80.9%	21.4%	78.6%
Lower quartile	18.1%	81.9%	20.3%	79.7%	17.6%	82.4%
Women's bonus pay is:						
Mean	65.5%		-187.5%		65.7%	
Median	33.3%		0.0%		33.3%	
Who received a bonus?						
Men	27.0%		19.3%		25.2%	
Women	24.9%		26.3%		23.3%	

¹Including Spire Healthcare Limited, Montefiore House Limited, Claremont, Vita Health Group, Spire Occupational Health and London Doctors Clinic. Excludes Acorn and Physiologic.

²In line with government reporting requirements, the number of employees stated in the table above is the number of colleagues who received full pay in the pay period April 2025.