

Our Future Health – Gender Pay Gap Report (April 2025)

About us

Our Future Health exists to develop new ways to prevent, detect and treat disease through building the UK's largest health research programme.

We have seen huge growth in the last 12 months as we have transformed our organisation to better meet our strategic goals.

Our growing workforce consists of talented and motivated individuals who collectively solve complex challenges to deliver work that we really believe in.

In April 2025 we employed 253 unique individuals. As we continue to grow, we challenge ourselves on our alignment to our organisational values and how decisions we make across our organisation can impact positively on our culture.

At Our Future Health, we work to ensure that colleagues are paid fairly for the role they do, based on skills, experience and responsibility, and we keep this under regular review.

This is our first year of gender pay gap reporting and it has provided us with an important baseline as we continue to grow and evolve as an organisation, as well as helping us identify the actions we need to take in the years ahead.

Equal pay and gender pay gap

A gender pay gap does not mean that men and women are paid differently for doing the same job. Rather, it looks at the difference in average pay across the organisation as a whole.

This means the gap is largely influenced by the distribution of men and women across different roles, levels and functions. For example, if more men are in senior or higher-paid roles, this will increase the overall average, even where pay is equal for comparable roles.

Our headline figures

As of April 2025, Our Future Health's mean gender pay gap is **27.6%**, and the median gender pay gap is **26.7%**. This means that for every **£1** a male receives, a female receives 72p and 73p respectively.

- The mean gender pay gap represents the difference in average hourly pay between all our male and female employees. The mean statistic is heavily influenced by extremes i.e. high or low earners.
- The median gender pay gap represents the difference in pay for the middle ranking male and female in our organisation. This figure is less affected by outliers and helps to help give a more balanced view.

Men within Our Future Health are, on average, paid more than women and the results are very similar in both calculations. This means that our gender pay gap is across our organisational structure rather than being as a result of a few very highly paid roles.

We recognise that this is a significant gap and one that we are committed to understanding and addressing.

There are no bonus schemes in operation at Our Future Health, therefore we have not calculated this statistic.

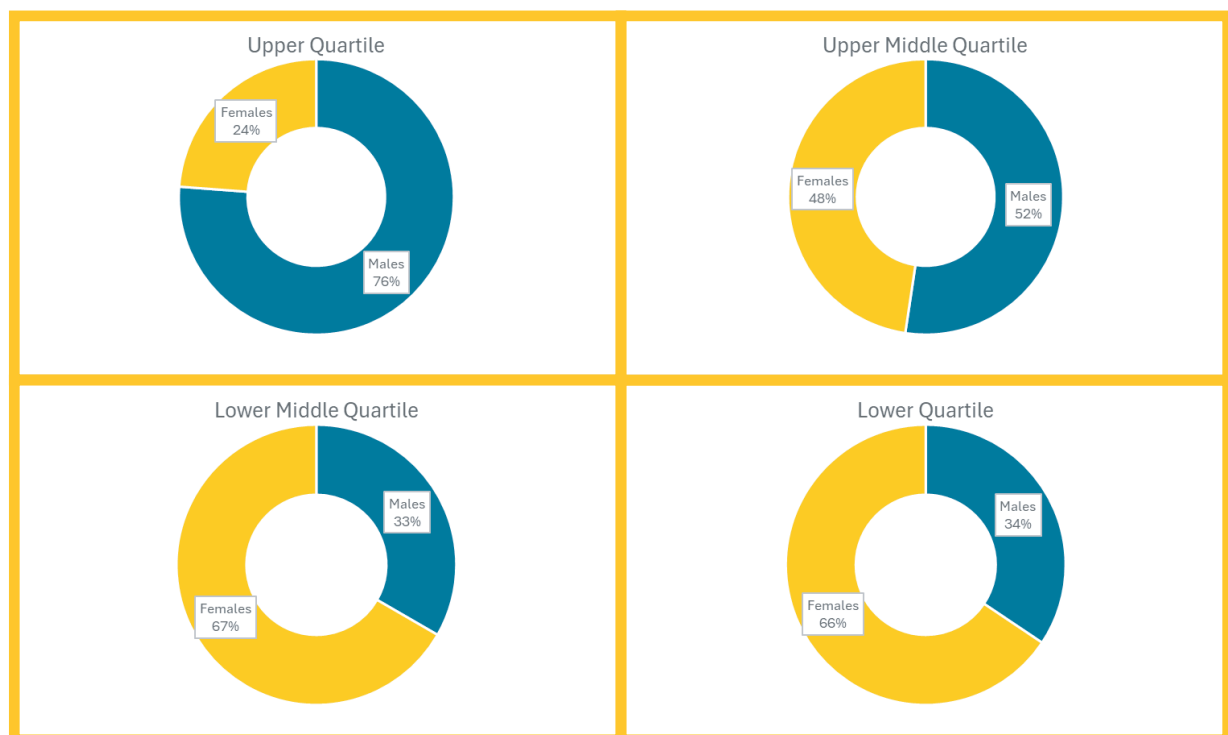
Understanding our results

At April 2025, women made up 50.9% of our population. Whilst we are fairly balanced on overall proportion, the use of pay quartiles show the distribution of team members in each quartile that are male and female.

There are fewer women in the Upper Quartile. Of the 25% highest paid employees in our organisation, 24% of them are women.

We have a much higher representation of women in the Lower and Lower Middle Quartiles. More women in our organisation are in lower paid roles.

This pattern is the main contributor to our overall gender pay gap.



When we look further into our data we do see some variation across different parts of the organisation. The gender balance and seniority of individual members of a team can have a big impact on the results, with just a small number of higher paid roles having a noticeable impact on the mean average. It is not true for example, that we have gender pay gaps only where there are more men than women. We have teams where the proportion of women is higher, but the men within that team sit in more senior roles and are paid more, creating a pay gap. We do also have some teams where women are, on average, paid more than men.

Our context as a growing organisation

Our Future Health is a relatively young and rapidly scaling organisation. As we have grown, a number of factors have shaped our current workforce profile, including external hiring into specialist and leadership roles and the development of new functions.

Our focus has been on meeting the needs of a rapidly growing organisation and our processes are still maturing to adapt to this rapid change. We recognise that this can influence the distribution of roles and pay, and therefore the gender pay gap. As such, as we continue to develop, we have an opportunity to shape this more deliberately and turn our attention to the development of our workforce.

Looking ahead

This first report provides us with a clear starting point and will allow us to check our progress as we continue to report each year. We can see that we need to improve and will develop an action plan in 2026 which will provide further analysis and outline the steps that we will take. We commit to continuing to build our understanding, track our progress, and take demonstrable steps to ensure that the organisation is equitable for all as we grow.

We are committed to being transparent about where we are today and thoughtful in how we improve over time, with a goal of making steady and meaningful progress.

Our focus will be on addressing the underlying drivers of the gap, particularly representation at senior levels and consistency in pay and progression. Over the past year, we have prioritised building the foundations to ensure that our recruitment and progression processes are equitable for all. As many of these actions are recent, their impact is expected to be reflected in future reporting periods.

- **Strengthening our internal capability** through the establishment of a dedicated, permanent Talent function, bringing together Talent Acquisition, Talent Development and EDIB, to enable a more structured approach to hiring, development and progression
- **Evolving our hiring approach** to attract more diverse talent across all levels, including completing a full review of our hiring process, considering how and where we advertise roles, working with executive search partners who prioritise diverse shortlists, and introducing candidate diversity monitoring
- **Increasing transparency and consistency in pay and progression decisions** by beginning a review of how roles and levels are structured across the organisation, to support a more consistent pay framework
- **Continuing to support an inclusive working environment** that enables long-term career development, including offering enhanced family-friendly policies and promoting flexible working
- **Improving the quality of our internal data** to better understand where gaps exist and track progress over time

We recognise that we are only at the start of our journey, but we are committed to making improvements and reducing our gender pay gap through sustained, practical action.