

Gender Pay Gap – King Edward VII Hospital

At King Edward VII's Hospital we employ over 250 people and are required to publish our gender pay gap data. This is our second report that we have published and it shows the difference in average earnings between males and females across our Hospital. The data is collected on the snapshot date of 5 April 2018.

OUR RESULTS

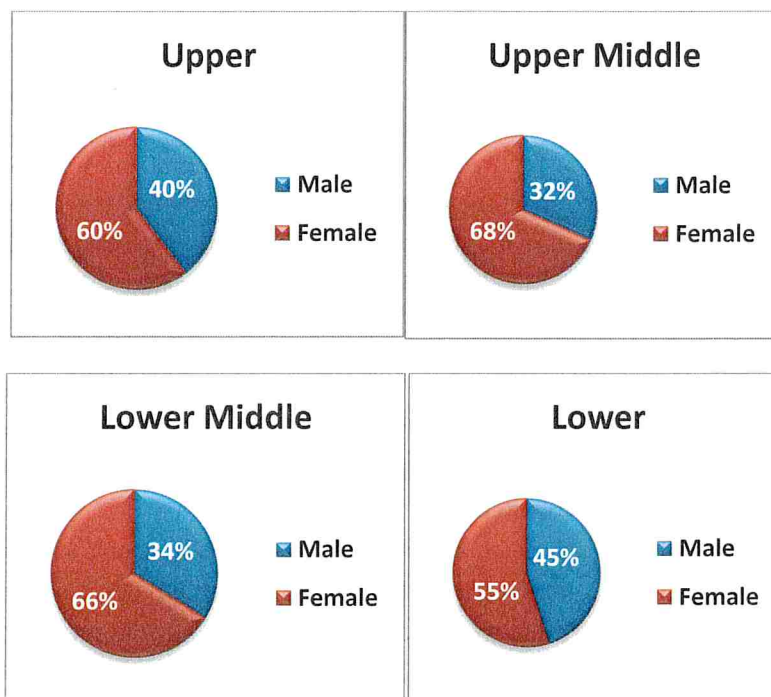
As we reported on this last year we are able to compare the gender pay gap and are pleased to report gender pay gap has improved with the median gender pay gap reducing further to -7.80% (-4.81% in 2017).

Difference between men and women	Mean	Median
Gender Pay Gap	3.27%	-7.80%
Gender Bonus Gap	n/a	n/a

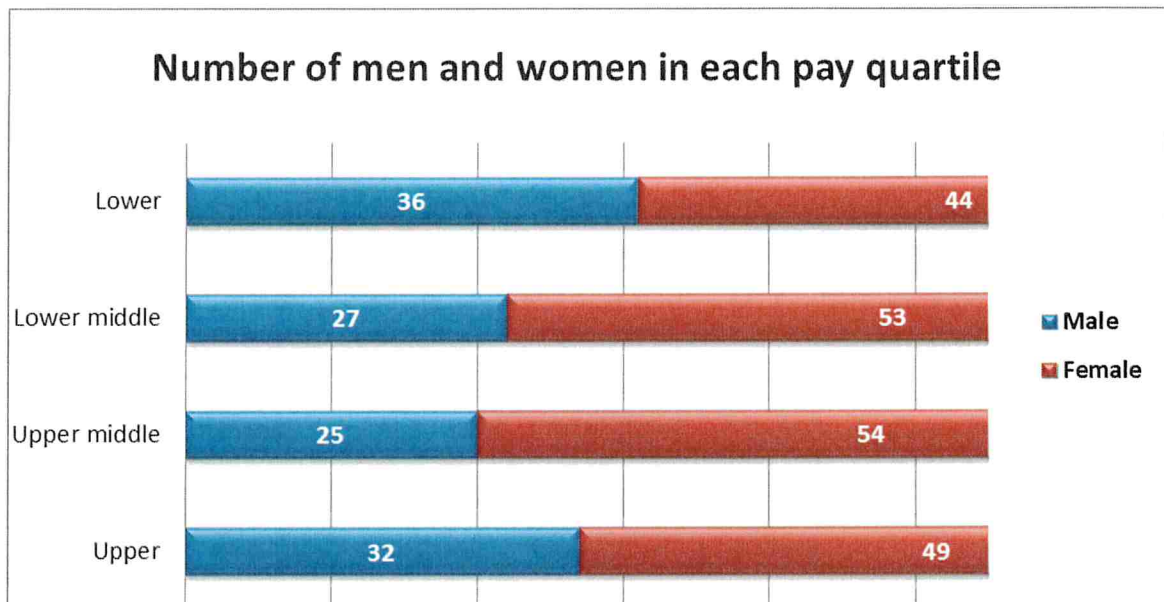
Proportion of male / female employees receiving a bonus: n/a

PAY QUANTILES

Proportion of men and women in each pay quartile (%):



As an organisation we believe that every job opportunity is open to any gender and we aim through our recruitment, remuneration and staff development practices to continually support an equal and diverse workforce.



Some facts to remember:

- It is important to note that the gender pay gap and the equal pay gap is not the same thing.
- Unequal pay means that individual men and women are not getting equal pay for doing the same type of work.
- The gender pay gap however shows the average difference between the earnings of women and men and can be contributed by a number of factors relating to the types of industries and jobs open to women rather than what they are paid.

What is our data telling us?

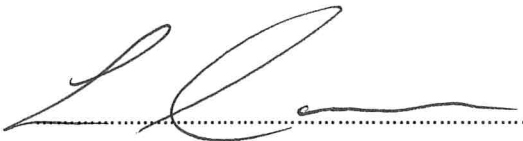
- The mean gender pay gap shows the difference in the mean hourly rate of pay between males and females with a positive percentage of +3.27% for men paid more than females, a reduction from +4.23% in 2017.
- The median gender pay gap compares the median pay of females compared to the median pay of men is -7.80% showing that the median pay of females is higher than men and that this is gap occurs due to the variety of roles we have in the Hospital.

- With a total workforce of under 400 employees, 66% is female and this is a result of our support for inclusion of females as well as a female-dominated industry in healthcare specifically nursing and support workers.
- Female workers are a higher proportion of the Upper Middle and Lower Middle quartiles of pay compared with men (67% to 33%), whereas men have a higher proportion in the Lower and Upper quartiles (.

What actions are we as a Hospital taking to ensure we reduce gender imbalance?

These percentage gender pay gaps are low (<5%) and do not show a large a gender pay gap. The organisation still continues to promote gender balance.

- Offering flexible working options such as changes to hours of work and other part time arrangements for individuals looking to join our Hospital and for staff with carer or family responsibilities.
- A recruitment policy and process which supports equality of opportunity in recruitment and recognises the skills and abilities of all people regardless of age, race, gender, nationality, ethnic or national origins, marital status, sexual orientation, disability, religion or belief. The Hospital is equally committed to ensuring that this equality is applied for existing staff whom are considered for internal positions or opportunities to 'act up' in more senior posts.
- The Hospital has created an Equality and Diversity Strategy and Action Plan focused on addressing issues around diversity including gender issues in areas such as leadership and recruitment.
- In 2018, we ran diversity workshops with staff to understand individuals' perceptions around the support they receive regarding diversity and will continue to seek feedback and provide avenues for staff to share their views.
- In 2019 we will be providing training to our leaders and staff regarding equality and diversity and unconscious bias behaviour.



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