



KING EDWARD VII's HOSPITAL

Gender Pay Gap Report – 2019/20

At King Edward VII's Hospital we employ over 250 people and are required to publish our gender pay gap data. This is the third report that we have published and it shows the difference in average earnings between males and females across our Hospital.

OUR RESULTS

The last reporting period was in 2018-19 and the 2019-2020 reporting period was postponed until April 2021 due to the Coronavirus pandemic.

Staff headcount by gender:

Gender	Number	% of the overall workforce
Female	207	65%
Male	113	35%
Total	320	100%

Executive Team headcount by gender (included in the above table):

Gender	Number	% of the overall workforce
Female	5	63%
Male	3	37%
Total	8	100%

During the reporting period the Hospital employed a predominantly female workforce with 65% of our staff being female and 35% male.

Gender Pay

Difference between males and females	Mean	Median
Gender Pay Gap	-3.39%	-13.67%
Gender Bonus Gap	n/a	n/a

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



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What our data is telling us:

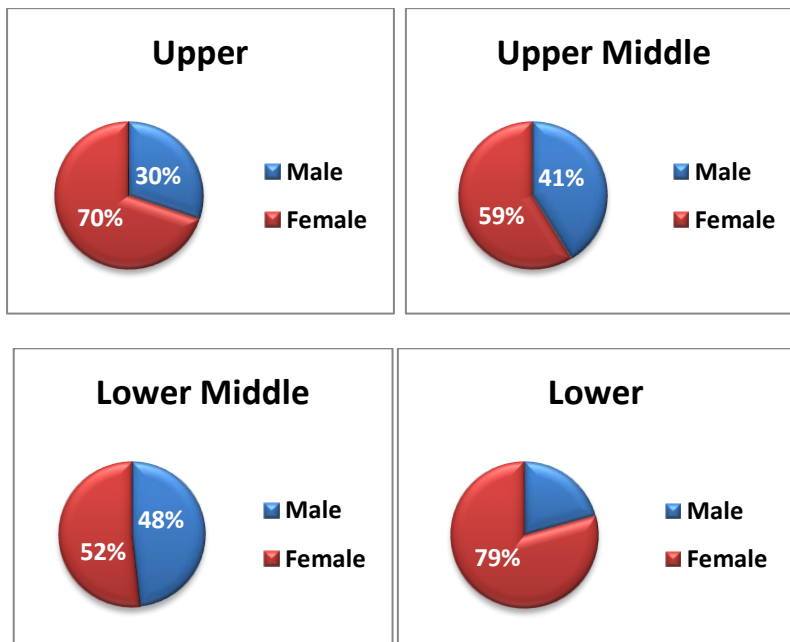
- The mean gender pay gap shows the difference in the average hourly rate of pay between males and females. Our data shows males on average receive -3.39% lower hourly rate of pay than females.
- The median gender pay gap compares the mid-point pay of females to the mid-point pay of males. Our data shows females at the mid-point earning on average 13.97% more than males.

PAY QUANTILES

The numbers of employees were split into quartiles based on length of service, Q1 (Upper) longest serving employees, and Q4 (Lower) is shortest length of service.

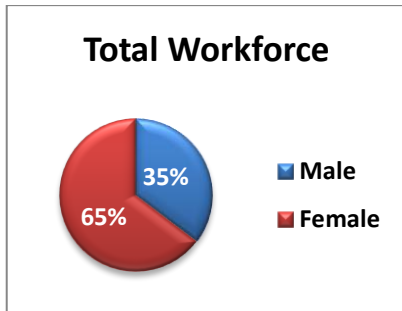
The Executive Team fall within the Upper Middle and Lower Middle quartiles; 5 within Upper Middle and 3 within Lower Middle

Proportion of males and females in each pay quartile (%):





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Equality and Inclusivity is important to us to ensure fairness to all

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

- Our leaders and managers are engaged in management programmes to continue the development of our talent.
- The Hospital has engaged a Diversity and Inclusion Consultant to further develop our Strategy as we are committed to ensuring an inclusive workplace to all our current and future employees.
- Continued monitoring of our pay gap in more detail to reduce the % difference in pay between our female and male employees.

Chief Executive
Lindsey Condron

HR Director
Becky Hine