

THE ROYAL HOSPITAL CHELSEA

Gender Pay Gap 2023

The RHC is required under public sector equality duty to publish a gender pay gap report. This report is based on a snapshot date on **31 March 2023** and relates to 265 full-pay relevant employees, 61.1% Female and 38.9% Male.

The RHC median gender pay gap is 2.0% and our mean gender pay gap is 14.2%.

We remain confident that the gap in pay between men and women, which has closed considerably since the 2022 report, is not due to discrimination. We believe, it is because of the different roles, and the associated salaries, that men and women work in within our organisation.

How we show progress.

We take pride in rewarding staff fairly and continue to utilise an external pay consultant to benchmark our roles against similar organisations, offer flexible working and a range of opportunities for career development across genders and seniority levels. We also promote progression through internal vacancy advertisement while continuing to explore opportunities through learning and development.

The RHC is committed to creating a fully inclusive culture and believe in opportunities for all, regardless of gender. Below are our more recent steps taken to show our commitment in improving our Gender Pay Gap.

- We use a consistent and structured interview approach for recruitment and promotions.
- We embrace Equality, Diversity and Inclusion and apply inclusive language and branding in our communications to promote the RHC and advertise roles and careers within our organisation.
- We continue to monitor and enhance our policies and guidelines to ensure they are encouraging inclusive practices.
- We support women on maternity leave by encouraging keeping in touch days and creating a positive return to work experience.

We believe we are on a continual and progressive journey and will do everything we can to reduce the gap even further.

This report will be placed on our website for a period of four years and the process will be repeated annually.

Gender Pay Gap Report

Mean gender pay gap – The difference between the mean hourly rate that male and female full-pay equivalent employees receive.

Mean Pay Gap calculation.

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| Male Average Salary – Female Average Salary = pay gap (monetary) |
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| Pay gap (monetary)/male average salary x 100 = pay gap % |
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The mean gender pay gap for the RHC is 14.2%

Median gender pay gap – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

Median Pay Gap calculation

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| The median hourly rate of pay of all male full-pay relevant employees minus the median hourly rate of pay of all female full-pay relevant employees expressed as a percentage. |
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The median gender pay gap for the RHC is 2.0%

Mean bonus gender pay gap – The difference between the mean bonus pay that male and female relevant employees receive.

Mean bonus gap calculation.

The mean bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending on the snapshot date minus the mean bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending on the snapshot date expressed as a percentage.

The RHC no longer make bonus payments.

Pay Quartiles by Gender – The proportions of male and female full-pay relevant employees in four quartile pay bands.

The figures set out below have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and ACAS Managing Gender Pay Reporting

| Band | Males | Females | Description |
|------|------------------------------|------------------------------|--|
| A | 30.43% (21) | 69.57 (48) | Includes all RHC employees whose standard hourly rate places them at or below the lower quartile. |
| B | 46.38% (32) | 53.62% (37) | Includes all RHC employees whose standard hourly rate places them above the lower quartile but at or below the median. |
| C | 32.79% (20) | 67.21% (41) | Includes all RHC employees whose standard hourly rate places them above the median but at or below the upper quartile. |
| D | 45.59% (31) | 54.41% (37) | Includes all RHC employees whose standard hourly rate places them above the upper quartile. |

Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.



David Richmond, Chief Executive Officer

March 2024