

# THE ROYAL HOSPITAL CHELSEA

## Gender Pay Gap 2020

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The RHC is required under public sector equality duty to publish a gender pay gap report. This report is based on a snapshot date at **31 March 2020** and relates to 256 full pay relevant employees, 66.02% Female and 33.98% Male.

The RHC median gender pay gap is 10.1% and our mean gender pay gap is 18.8% however we feel confident that this does not stem from paying men and women differently for the same equivalent work. We believe it is still as a result of the roles in which men and women work within the organisation and the salaries that these roles attract; as well as the low staff turnover rate in roles that fall into Band C & D of the pay quartiles that have traditionally attracted and retain more male applicants. We encourage progression through internal vacancy advertisement and continue to explore further opportunities through learning and development to retain staff.

All our roles are benchmarked against similar organisations by an independent pay consultant (looking only at the roles and not the gender of those fulfilling them) and our pay policy is based on these findings.

We are committed to doing everything we can to reduce the gap.

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

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### 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

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 18.8%**

**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

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 10.1%**

**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.
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**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	<b>10.9%</b> <b>(7)</b>	<b>89.1%</b> <b>(57)</b>	Includes all RHC employees whose standard hourly rate places them at or below the lower quartile
B	<b>37.5%</b> <b>(24)</b>	<b>62.5%</b> <b>(40)</b>	Includes all RHC employees whose standard hourly rate places them above the lower quartile but at or below the median
C	<b>39.1%</b> <b>(25)</b>	<b>60.9%</b> <b>(39)</b>	Includes all RHC employees whose standard hourly rate places them above the median but at or below the upper quartile
D	<b>48.4%</b> <b>(31)</b>	<b>51.6%</b> <b>(33)</b>	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.



**Gary Lashko**, Chief Executive Officer

October 2021