

THE ROYAL HOSPITAL CHELSEA

Gender Pay Gap 2024

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 2024** and relates to 269 relevant employees, 63.9% Female and 36.1% Male.

The RHC median gender pay gap is 2.0% and our mean gender pay gap is 12.0%.

We remain confident that the gap in pay between men and women, which has again closed since the 2023 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 are dedicated to fairly rewarding our staff and consistently use an external pay consultant to benchmark our roles against similar organisations. We offer flexible working arrangements and a variety of career development opportunities across genders and seniority levels. We also encourage progression through internal vacancy advertisements and continuously explore learning and development opportunities.

The RHC is committed to fostering a fully inclusive culture and believes in providing opportunities for everyone, regardless of gender. We celebrate events, such as International Women's Day, as well as completing the following recent initiatives to demonstrate our commitment to improving our Gender Pay Gap:

- We use a consistent and structured interview approach for recruitment and promotion, ensuring all applicants receive fair and equitable treatment.
- We embrace Equality, Diversity, and Inclusion, using inclusive language and branding in our communications to promote the RHC and advertise roles and careers within our organization.
- We continually monitor and enhance our policies and guidelines to ensure they encourage inclusive practices and use recruitment agencies who focus on recruiting women for more senior roles.
- We proactively support flexible working and have a good mix of both full and part time roles.

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

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.

$\text{Male Average Salary} - \text{Female Average Salary} = \text{pay gap (monetary)}$
$\text{Pay gap (monetary)} / \text{male average salary} \times 100 = \text{pay gap \%}$

The mean gender pay gap for the RHC is 12.0%

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.

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	26.47% (18)	73.53% (50)	Includes all RHC employees whose standard hourly rate places them at or below the lower quartile.
B	41.79% (28)	58.21% (39)	Includes all RHC employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	35.82% (24)	64.18% (43)	Includes all RHC employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	40.3% (27)	59.7% (40)	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 2025