

THE ROYAL HOSPITAL CHELSEA

Gender Pay Gap 2025

The RHC is required under the Public Sector Equality Duty to publish a Gender Pay Gap report. This report is based on a snapshot date of **31 March 2025** and relates to **282 relevant employees**, of whom **62.7% are female** and **37.3% are male**.

Our **median gender pay gap is now 0%**, and our **mean gender pay gap is 15%**.

Summary of Progress

We are pleased to report that the **median gender pay gap has now reduced to 0%**, demonstrating that the midpoint of earnings for men and women at the RHC is now level. This is a notable improvement from the previous year's median gap of 2.0% and reflects the continued impact of our ongoing initiatives to support fair and equitable pay across all roles.

While our mean gender pay gap is 15%, we remain confident that this difference does not stem from discrimination. Instead, it reflects the distribution of roles across the organisation and the associated salaries of those positions. As with previous years, this is influenced by the types of roles men and women currently occupy within the RHC.

How We Show Progress

We are dedicated to fairly rewarding our staff and continue to use an external pay consultant to benchmark our roles against comparable organisations. We offer flexible working arrangements and a broad range of career development opportunities across genders and seniority levels. Progression is actively encouraged through internal vacancy advertisements, and we are continually exploring new learning and development initiatives.

The RHC remains committed to fostering a fully inclusive culture and providing opportunities for everyone, regardless of gender. We celebrate events such as International Women's Day and have completed a number of recent initiatives to demonstrate our ongoing commitment to reducing 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 by using inclusive language and branding in our communications to promote the RHC and advertise roles and careers within our organisation.
- 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 maintain a healthy mix of both full-time and part-time roles.

Our Commitment Going Forward

Achieving a **0% median gender pay gap** is an important milestone for the RHC, and we are proud of the progress this represents. However, we believe we are on a continuous and progressive journey. We will continue to take meaningful action to further reduce the mean gender pay gap and ensure that our organisation remains fair, inclusive, and supportive for all colleagues.

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

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)
Pay gap (monetary)/male average salary x 100 = pay gap %

The mean gender pay gap for the RHC is 15.0%

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.
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The median gender pay gap for the RHC is 0.0%

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.
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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	26.76% (19)	73.24% (52)	Includes all RHC employees whose standard hourly rate places them at or below the lower quartile.
B	48.57% (34)	51.43% (36)	Includes all RHC employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	30.00% (21)	70.00% (49)	Includes all RHC employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	43.66% (31)	56.34% (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 2026