

# THE ROYAL HOSPITAL CHELSEA

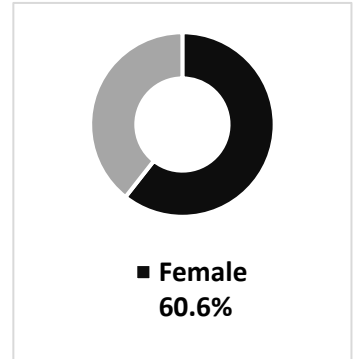
## Gender Pay Gap 2022

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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 on **31 March 2022** and relates to 246 full pay relevant employees, 60.6% Female and 39.4% Male.

The RHC median gender pay gap is 7.5% and our mean gender pay gap is 18.3%.

We are confident that the gap in pay between men and women is not due to discrimination and believe it is due to the different roles and salaries that men and women work in our organisation. To close this gap, we need to continue to make progress on our ability to attract more females into higher-paid roles, as well as improve the male-to-female ratio on jobs.



### How we show progress.

We reward staff fairly, use 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, and 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 encourage salary negotiation by showing salary ranges when advertising vacancies.
- We use a structured interview approach for recruitment and promotions.
- We apply inclusive language and branding in our communications to promote the RHC and advertise roles and careers within our organisation.
- We are strengthening all our policies and guidelines to ensure they are encouraging inclusive practices and decision making.
- Supporting women on maternity leave by creating a positive return to work experience.

We are on a journey and will continue to be do 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)
Pay gap (monetary)/male average salary x 100 = pay gap %

**The mean gender pay gap for the RHC is 18.3%**

**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 7.5%**

**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	<b>33.9%</b> <b>(21)</b>	<b>66.1%</b> <b>(41)</b>	Includes all RHC employees whose standard hourly rate places them at or below the lower quartile.
B	<b>31.1%</b> <b>(19)</b>	<b>68.9%</b> <b>(42)</b>	Includes all RHC employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	<b>42.6%</b> <b>(26)</b>	<b>57.4%</b> <b>(35)</b>	Includes all RHC employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	<b>50.0%</b> <b>(31)</b>	<b>50.0%</b> <b>(31)</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

March 2023