



# Gender Pay Gap Report

2020/21

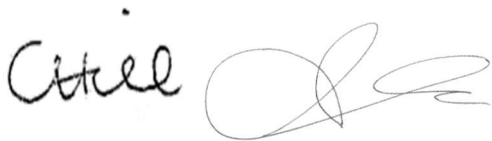
# Foreword

Fostering and supporting a diverse and inclusive workforce is at the forefront of our Trust's plans to be the Employer of Choice in order to enable on-going delivery of outstanding patient care.

Our organisation is 75% female and our results show that like the majority of other NHS organisations we continue to have a gender pay gap. This is the fourth gender pay gap report the Trust has published and the report shows a reduction of 1.3% in the mean and an increase in 0.4% in the median pay gap. Our pay gap exists of 16.4% when expressed as a mean average and 11.4% as a median average, therefore there is more work to do. However progress has been made over the last 4 years reducing our mean gender pay gap from 20.5% in 17/18, 18.6% in 18/19, 17.7% in 19/20 and this year to 16.4%.

The gender balance at Executive Director level is 50% female and 50% male compared to the overall workforce profile of 75% female and 25% male. This is favourable to the typical gender balance of female executive directors at Acute Trusts which is 42% across London (1 NHS Women on Boards 50:50 by 2020).

Having been joint chairs of the Women's Network for the last two years it is pleasing to report progress in reducing the gender pay gap, though there still remains much to do. Trust commitment to improve the flexible working offer through the Timewise accreditation programme and through legislative change should further improve women's career progression. The network is also engaged in contributing to the Trust's talent management strategy. The experience of being a BAME woman at the Trust continues within the Women's Network, with focussed work on improving the buddying and cultural induction of overseas recruits. To this end, the nursing recruitment team and practice development nurses and midwives are registered to attend a cultural readiness and transition masterclass. External funding has been secured to support the career progression and pastoral support of our health care and maternity support worker staff and our overseas nurses, many of which are women. It is hoped that this will gradually have a positive impact upon the number of women in senior posts within the organisation. Work continues to maximise women's well-being at work including the launch of the PEPPY menopause app and sessions on mindfulness and pelvic floor in the last year. The team is involved in the London menopause group which is developing a cross London menopause policy to assist women at work through this challenging life stage, helping to keep them comfortable in the workplace and enhancing ability to apply for more senior posts within the organisation.



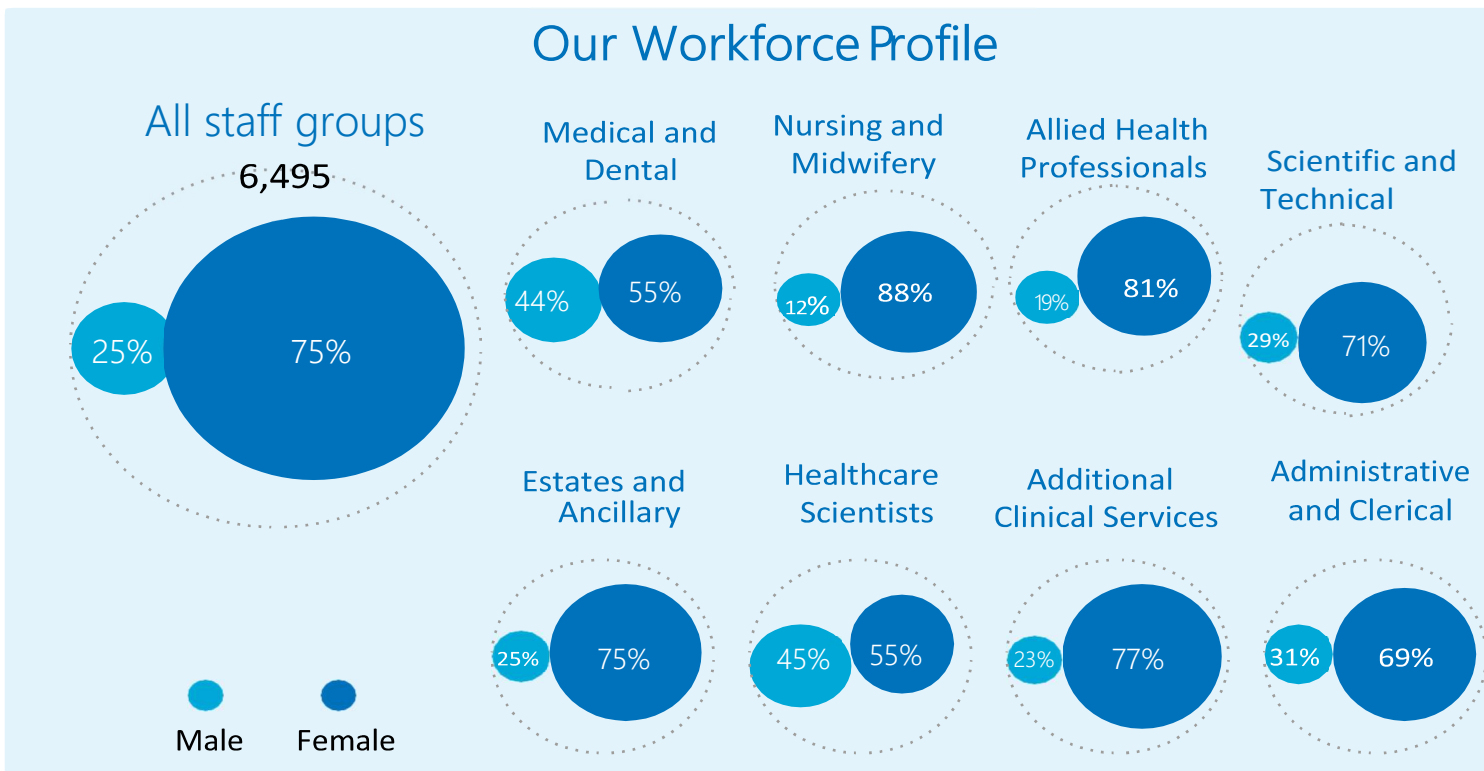
Cathy Hill and Victoria Cochrane  
**Joint Chairs of the Women's Network**

<sup>1</sup> [Action for equality | NHS Confederation](#)

# Gender Pay Gap Report

This report includes the statutory requirements of gender pay gap legislation and includes information about the Chelsea and Westminster Hospital NHS Foundation Trust's commitment to closing this gap. The snapshot date of this report is 31 Mar 2021.

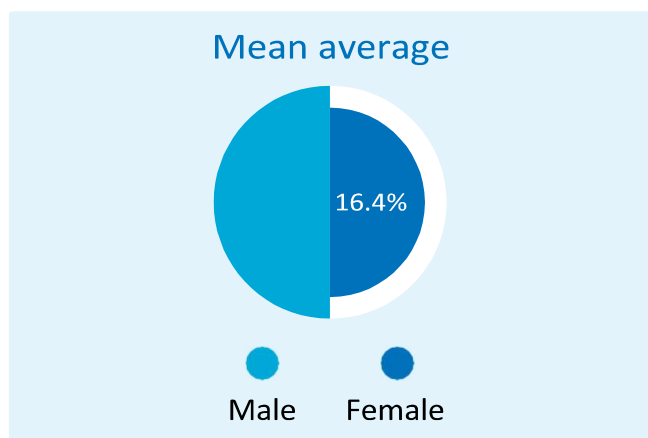
## Our Workforce Profile



### Gender Pay Gap calculations

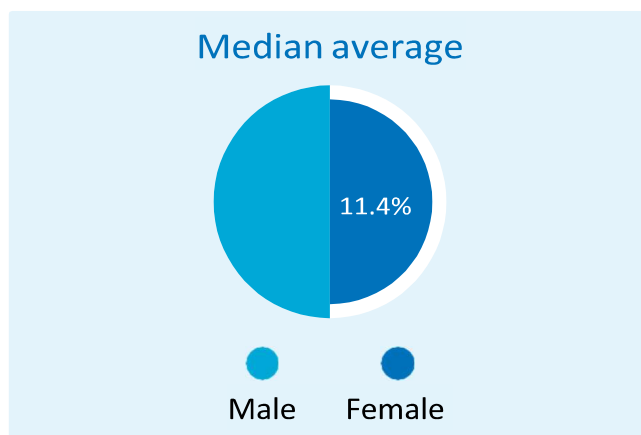
#### Average gender pay gap as a mean average

The gender pay gap when expressed as a mean average shows that female staff earns 16.4% less than male staff. This equates to a difference of £4.25.



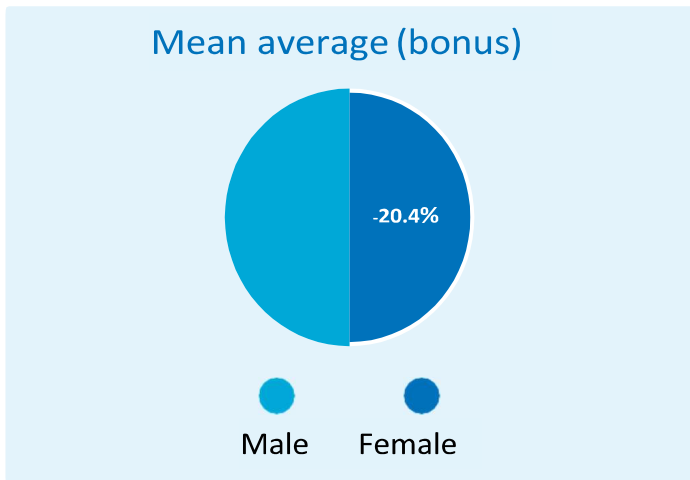
#### Average gender pay gap as a median average

The gender pay gap when expressed as a median average shows that female staff earns 11.4% less than male staff. This equates to a difference of £2.48.



### Average bonus gender pay gap as a mean average\*

The gender bonus pay gap when expressed as a mean average shows that female staff earn 20.4% less than male staff. This equates to a difference of £2553 per annum.



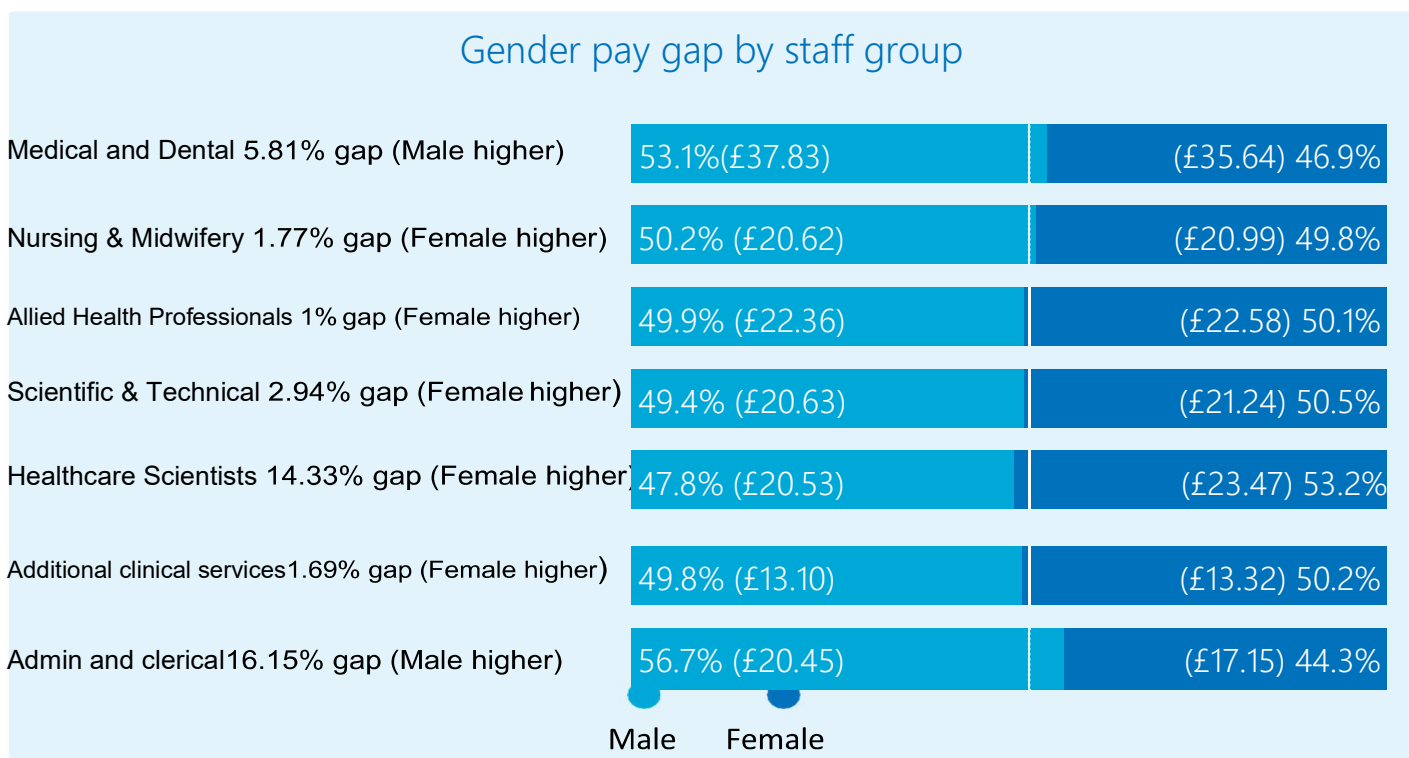
### Average bonus gender pay gap as a median average\*

In 2020/21 the average bonus pay gap as a median average was £12496 for males and £9943 for females so the bonus gap differentiation between genders is £2553 (20.4%).

\* For the purpose of this report the bonus payments referred to are those made to consultants in the form of Clinical Excellence Awards (CEAs)—as at 31 Mar 2021

### Gender pay gap calculations by staff group

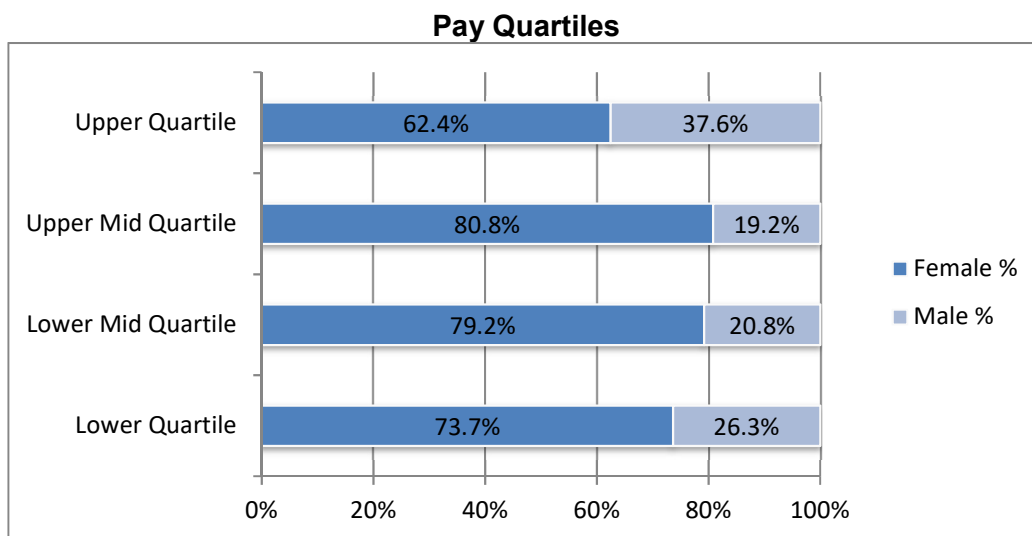
Beyond gender pay gap legislation reporting requirements, the Trust has looked at the gender pay gap by staff group to identify any areas of concern.



The Admin and clerical pay gap in favour of males has reduced by 1.25% from 17.3% to 16.15% as at March 2021. The Medical and Dental pay gap in favour of males has reduced by 3.62% from 9.43% to 5.81% as of March 2021. This year there are more female staff than male staff in junior doctor and Consultant grades. The pay gap remains affected by the number of male consultants who are at the top of their pay scales which reflects that we have more male staff with a longer length of service in this grade.

### Gender pay gap by Quartiles

Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles) and shows the percentage of males and females in each quartile.



### Closing the Gender Pay Gap

We are committed to the continuing the following actions to help to close the gender pay gap:

- Working with the Trust’s women’s network to explore available options to support female staff across all professions move into leadership roles and are able to access development opportunities both internally and externally.
- In partnership with Timewise deliver our action plan to improve flexible working across the organisation to ensure this adequately supports all staff and achieve our Timewise accreditation to be a flexible employer.
- Delivering on the 6 key high impact areas for recruitment processes to ensure that a fair and consistent approach is taken to enable career progression opportunities for all staff, including women.
- Reviewing the proportions of men and women applying for and obtaining promotions by Division.
- Reviewing the proportion of women still in post a year on from return after maternity leave and ensuring our policies and procedures support women returners and balancing raising a family, through support being available such as the launch in 2020 of our back up care offer in partnership with Bright Horizons.