



# Gender Pay Gap Report

2021/22

# Foreword

The gender pay gap (GPG) reporting regulations came into effect in April 2017, and require organisations in England, Scotland and Wales with more than 250 employees to calculate and publish the pay gap between male and female employees on an annual basis. The regulations apply to both private and public sector employers.

The gender pay gap is calculated by taking all employees in an organisation and comparing the average pay between men and women. By contrast, equal pay looks at the difference in men and women's pay for the same or similar work. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year, called the "snapshot" date.

The snapshot date each year is 31<sup>st</sup> March for most public authority employers. These employers must report and publish their gender pay gap information by 30<sup>th</sup> March of the following year.

The requirements of the legislation are that employers must publish six calculations:

- average gender pay gap as a mean average;
- average gender pay gap as a median average;
- average bonus gender pay gap as a mean average;
- average bonus gender pay gap as a median average;
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

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.

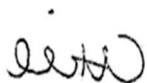
Our organisation is 75% female and our results show that like the majority of other NHS organisations we continue to have a gender pay gap. This is the fifth gender pay gap report the Trust has published and the report shows a reduction of 0.9% in the mean and an increase in 1.1% in the median pay gap. Our pay gap exists of 15.5% when expressed as a mean average and 12.5% as a median average, therefore there is more work to do. This equates to a difference of £4.19.

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.

Overall, over the last 5 years since the first GPG report, we have reduced our GPG by 5.5% and a starting point of 20.5% in 17/18 and achieved a further 1% decrease this year.

We have been the Joint Chairs of the Trust's Women's Network since 2019 and remain committed and driven to support women with their career progression within the organisation, with a particular focus on BAME women working at the Trust. Goals will include extending the inclusion of an equality and diversity champion to Band 7 interviews and launching a new pilot project with cultural competence and cultural intelligence to support the progression of our overseas nurses to within our organisation, ensuring representation on leadership, development, and talent management programmes. It is hoped that this will have a positive impact upon the number of women in senior posts within the organisation.

We will also continue to support women in making the workplace more equitable through returning to work following maternity leave, reviewing the Flexible Working Policy and looking at supporting women with their health issues in the workplace. We have delivered lots of work on menopause and will also have in place a Menopause Policy for the Trust. We will continue to increase opportunities and reduce inequities, so we become the employer of choice.

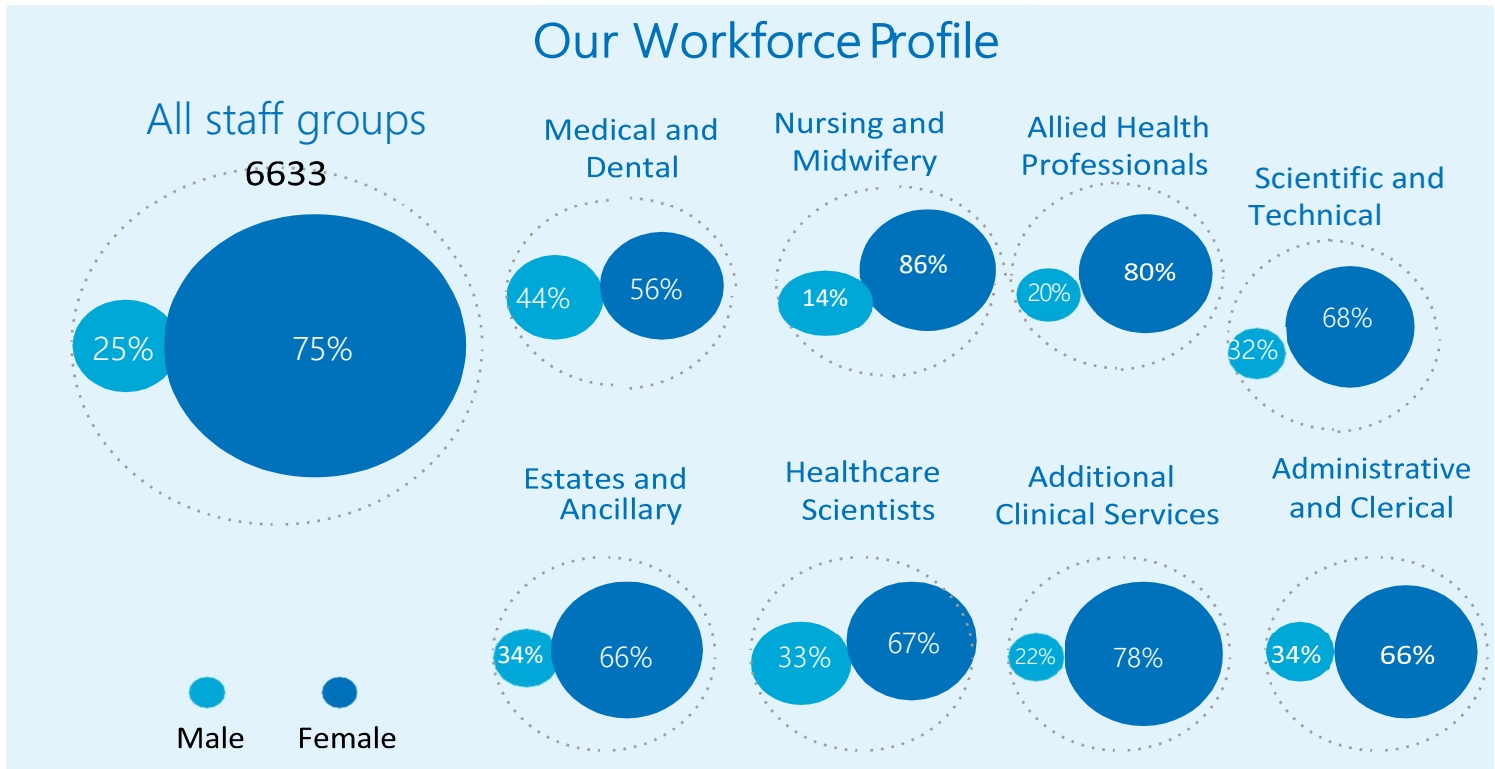


**Cathy Hill and Victoria Cochrane**  
**Joint Chairs of the Women's Network**

# 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<sup>st</sup> Mar 2022.

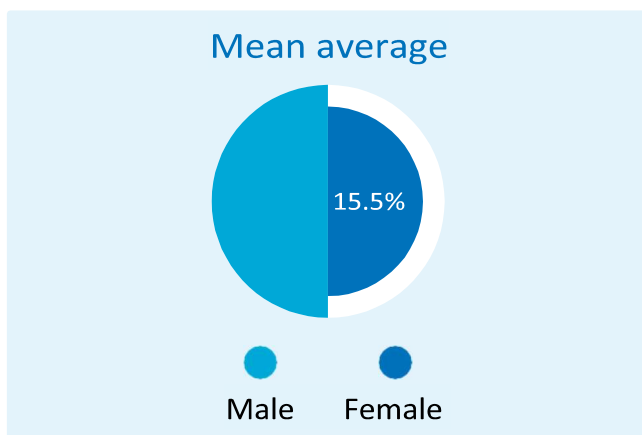
## Our Workforce Profile



### Gender Pay Gap calculations

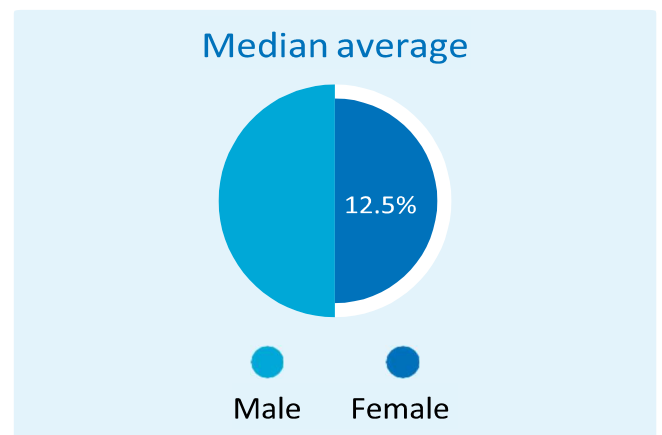
#### Average gender pay gap as a mean average

The gender pay gap, when expressed as a mean average, shows that female staff earn 15.5% less than male staff. This equates to a difference of £4.19.



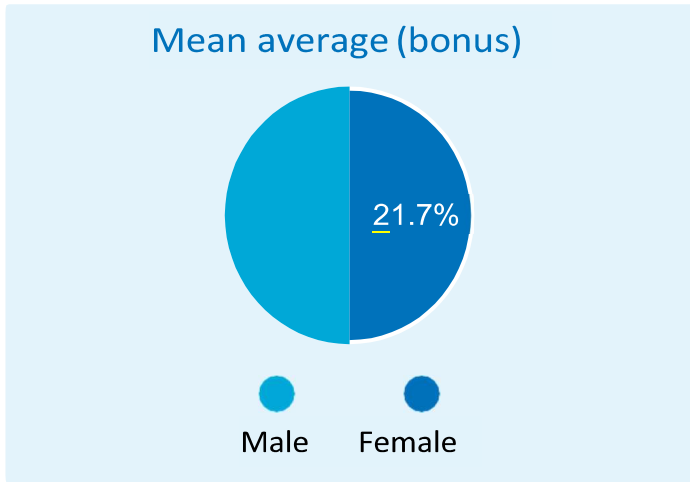
#### Average gender pay gap as a median average

The gender pay gap, when expressed as a median average, shows that female staff earn 12.5% less than male staff. This equates to a difference of £2.95.



### 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 21.7% less than male staff. This equates to a difference of £2,861 per annum.



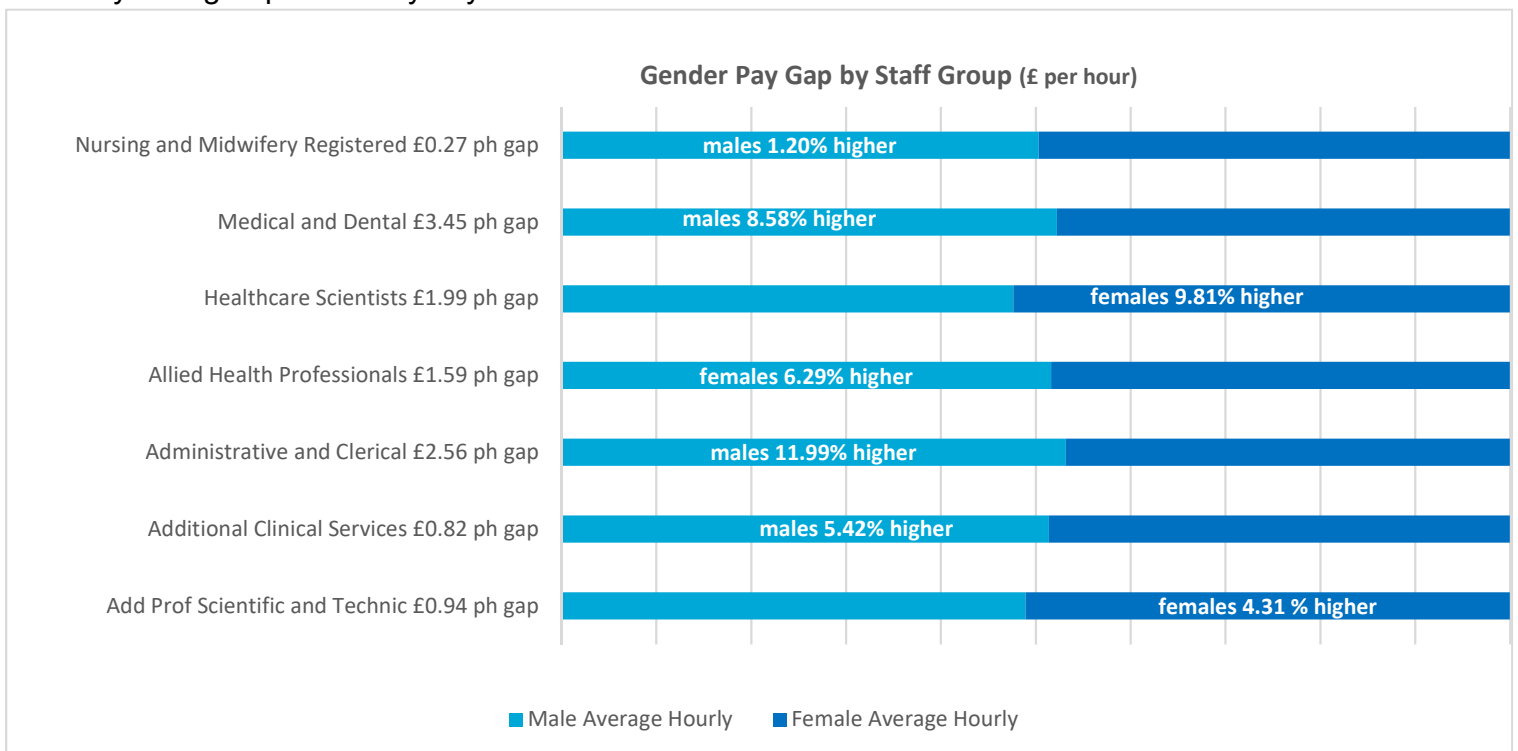
### Average bonus gender pay gap as a median average\*

In 2021/22, the average bonus pay gap as a median average was £7,238 for males and £9,048 for females, so the bonus gap differentiation between genders is £1,809 in favour of females.

\* 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 2022.

### Gender pay gap calculations by staff group

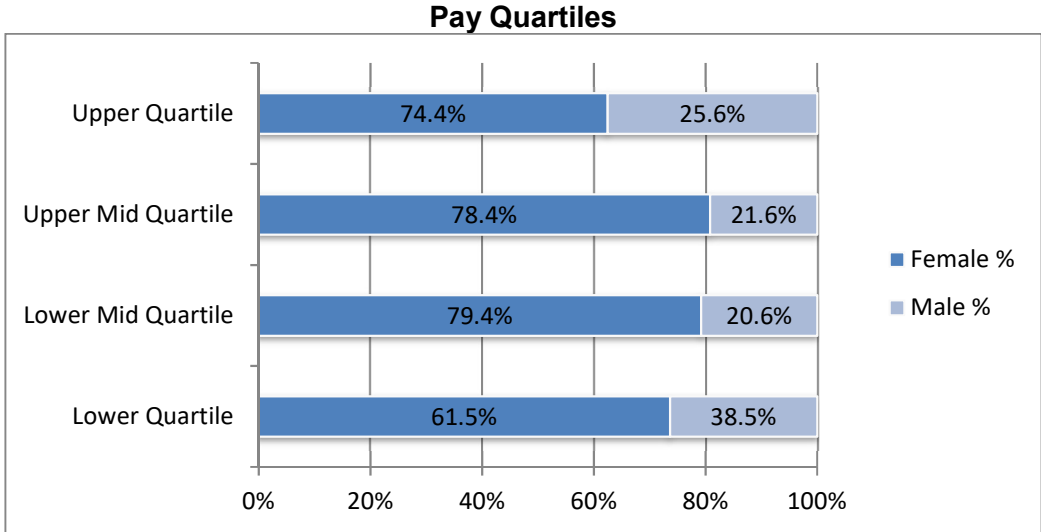
Beyond gender pay gap legislation reporting requirements, the Trust has looked at the gender pay gap by staff group to identify any areas of concern.



The Admin and Clerical pay gap in favour of males has reduced by £0.74 per hour from £3.30 per hour in 2020/21 to £2.56 per hour or 11.99% in 2021/22 as at March 2022. The Medical and Dental pay gap in favour of males has increased by £1.26 per hour from £2.19 per hour to £3.45 per hour as of March 2022. In all the medical grades, there are more female staff than male staff in trainee grades, Trust grades, career and staff grades as well as 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 of the following actions to help to close the gender pay gap and have reviewed the government equalities office advice for best practice action plans:

- Working with the Trust’s Women’s Network to increase the voice of all women
- Progressing our Timewise action plan by working to improve our flexible working offer
- Continuing to work on the six key high impact areas for recruitment processes
- Working with colleagues recruiting into vacancies to quality improve our practices
- Revising our appraisal processes to be more inclusive by introducing a new template