



Chelsea and Westminster Hospital
NHS Foundation Trust

Gender Pay Gap Report

2022/23

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 31st March for most public authority employers. These employers must report and publish their gender pay gap information by 30th 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 sixth gender pay gap report the Trust has published and the report shows no change 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 13.6% as a median average. This equates to a difference of £4.37ph.

The gender balance at Executive Director level remains at 50% female and 50% male compared to the overall workforce profile of 75% female and 25% male. However, this is significantly higher than the 33% female make up of FTSE 100 boards.

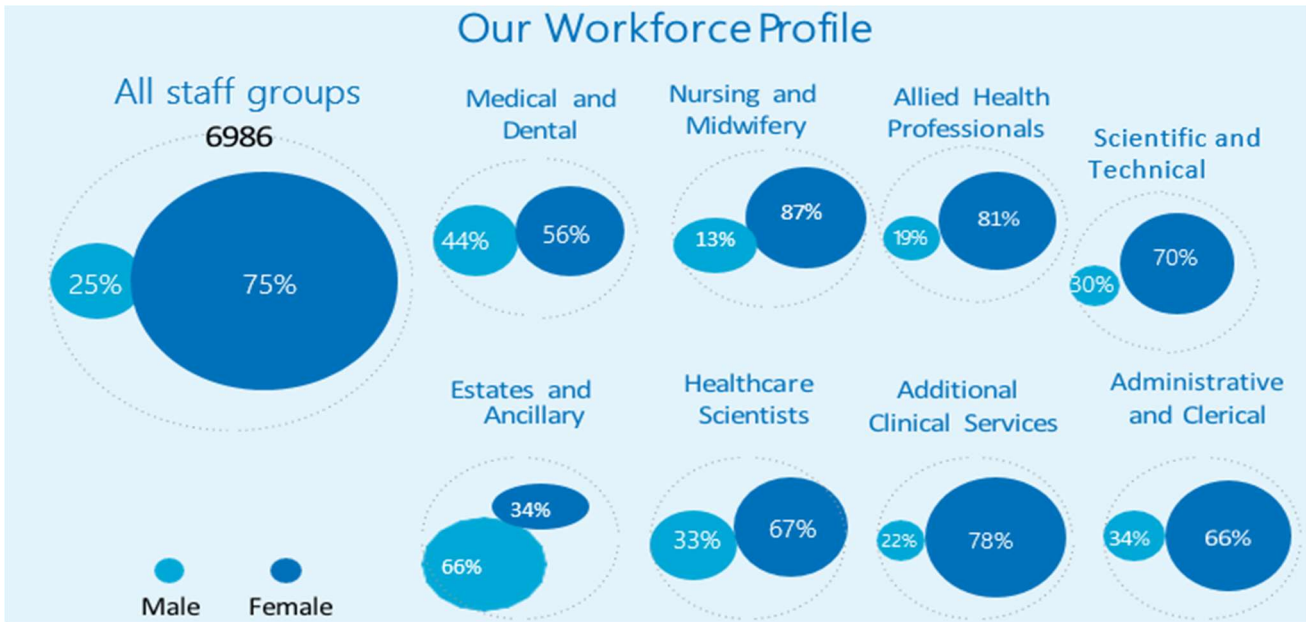
Overall, over the last 6 years since the first GPG report, we have reduced our GPG mean average by a total of 5% to 15.5% from a starting point of 20.5% in 2017/18. For 2022/23 we remain stable but have no further decrease in the mean average.

The gender pay gap within the NHS is significant because it highlights systemic inequalities that affect women's financial security and career advancement opportunities. Addressing this gap is crucial for ensuring fair compensation and opportunities for all healthcare professionals, regardless of gender, ultimately leading to a more equitable and inclusive healthcare system and for Chelsea and Westminster Hospitals NHS Foundation Trust, meeting our strategic aim to be an employer of choice.

Lindsey Stafford-Scott
Chief People Officer and Executive Sponsor 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 31st Mar 2023.



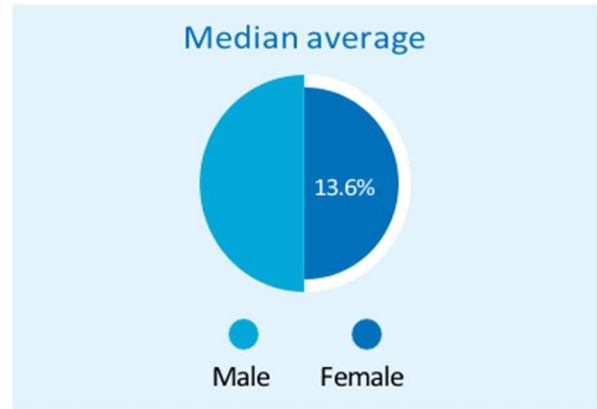
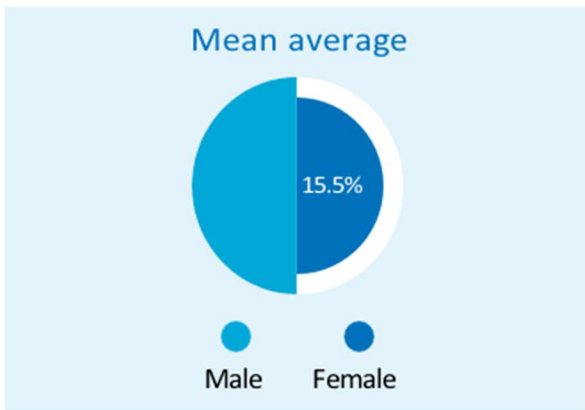
Gender Pay Gap calculations

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 £4.37 per hour.

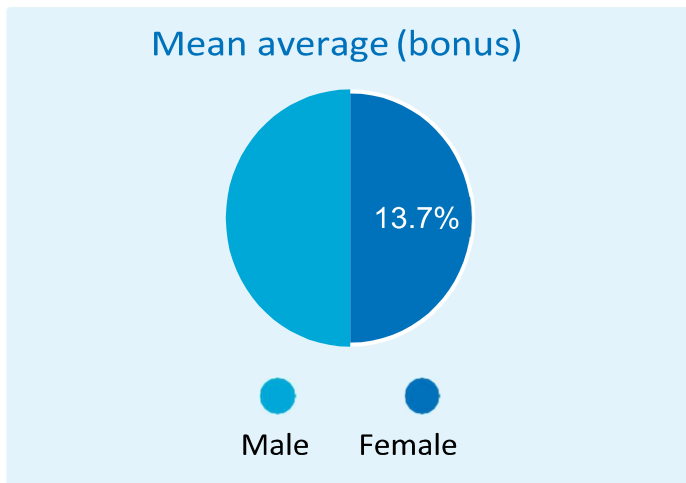
Average gender pay gap as a median average

The gender pay gap, when expressed as a median average, shows that female staff earn 13.6% less than male staff. This equates to a difference of £3.36 per hour.



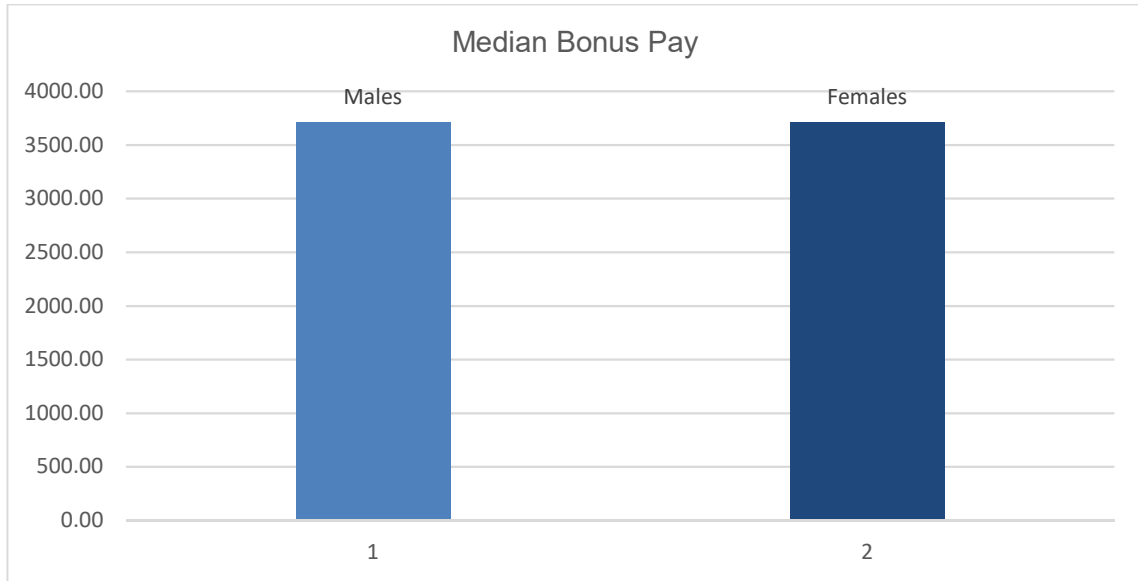
Average bonus gender pay gap as a mean average*

When comparing mean (average) bonus pay, women's mean bonus pay is 13.7% lower than men's; a difference of £836 per annum. This is reduction of 8% from 2021/22 where the difference was 21.7% or £2.861 per annum.



Average bonus gender pay gap as a median average*

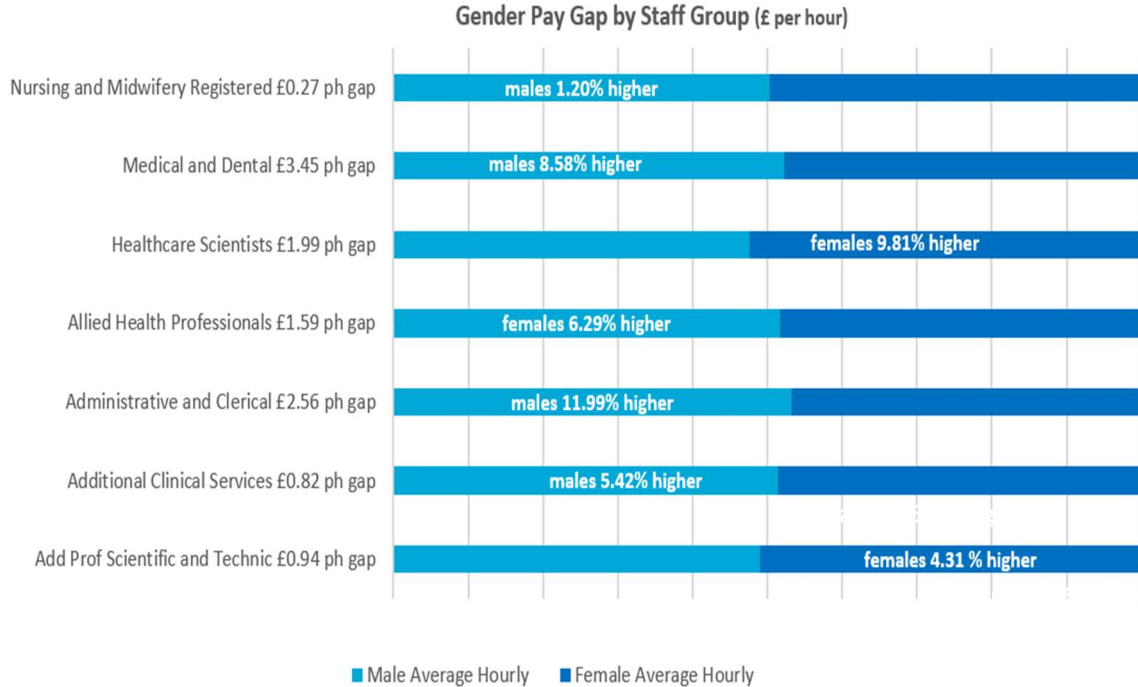
In 2022/23, the median average was the same for males and females at £3,708 there was no bonus gap differentiation between genders.



* 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 2023.

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, as illustrated below.



The Admin and Clerical pay gap in favour of male staff has increased by £0.52 per hour from £2.56 per hour in 2021/22 to £3.08 per hour or 13.3% in 2022/23.

The Medical and Dental pay gap in favour of male staff has reduced by £0.26 per hour from £3.45 per hour or 8.58% in 2021/22 to £3.19 per hour or £7.76 per hour as at March 2023.

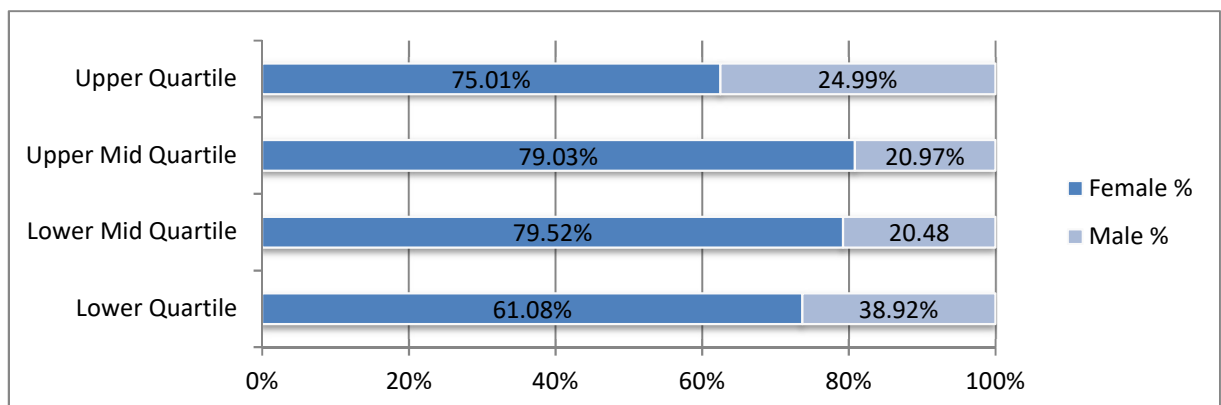
The nursing and midwifery profession pay gap has increased from £0.27ph or 1.20% higher in favour of male staff in 2021/22 to £0.92ph or 3.38% higher in 2022/3.

In Add Prof and Technical professions, the pay gap in favour of female staff has increased by £0.04 per hour or 1.33% or in the last year. For the Additional Clinical Services the pay gap has swung in favour of female staff at £0.24per hour or 1.63% higher having been £0.82 per hour or 5.42% in favour of male staff the previous year.

Gender pay gap by quartiles

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

Pay Quartiles



Conclusion

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. We will undertake further analysis of the reasons driving our gender pay gap and ensure our people plan and associated activities are focused on reducing inequalities. Some of our steps will be:

- Working with the Trust’s Women’s Network to increase the voice of all women
- Improving our flexible working offer and access
- Improving our recruitment processes for fairness and equity.
- Revision of our our policies and processes.