

**The Hospital of St John & St Elizabeth
Gender Pay Gap Report
2022 Submission (Data is based on snapshot at April 2021)**

1. Background

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) introduced legal requirements on private and voluntary sector organisations to publish information on their Gender Pay Gap.

The regulations cover all charities and businesses employing 250 or more employees and therefore apply to St John and St Elizabeth Hospital (HJE). The information is based on a 'snapshot date' as at 5th April 2021 with the requirement to publish data in April of the following year (in 2022). Information is also uploaded and published on a government website and also in an accessible place on our own website.

Due to COVID there were exemptions granted to all organisations in 2020 which meant they did not have to publish their 2019 data and 2020 data could be published later than usual. HJE took the decision to publish the 2020 report on a voluntary basis and published it's 2021 report ahead of the revised deadline.

It is important to understand that a gender pay gap review is different to an equal pay comparison. Equal pay deals with the pay of men and women carrying out the same, similar or equivalent jobs, whereas gender pay is looking at the organisation as a whole. It does not mean that a male and a female staff member doing equal work receive different levels of pay.

2. Overview

Government guidance determined how we calculated the various pay gaps and these are explained below.

Mean gender pay gap: The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.

Median gender pay gap: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile pay bands: The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

3. Gender Pay Gap

The results can be summarised as follows:-

The mean gender pay gap: For this measure we have a gender pay gap of 3.81% (compared to 3.48% in our 2021 submission).

The median gender pay gap: Our figure is -10.83% (compared to -8.03% in our 2021 submission). A negative measure indicates the extent to which at the middle range women earn more than men.

4. Bonus Arrangements

Our mean and median bonus gender pay gap was 100%. It should be noted that there are a number of factors which significantly impact on our data for this measure. Most importantly bonus payments are not a significant aspect of our overall approach to pay and in the reference period only one member of staff within the Hospital received a bonus (and this is based on a previous agreed contractual entitlement) which has skewed the bonus gender pay gap.

The proportion of men and women receiving bonus pay in the last 12 months (up to the snapshot date) equated to Male: 0.38% and Female 0% both figures equating to a reduction compared to the previous report.

5. Quartile Pay Bands

Finally our quartile pay bands are set out in table form below:-

2022 Submission (2021 data)

| | Male | Female |
|--|--------------|---------------|
| Lower quartile pay bands | 39.6% | 60.4% |
| Lower middle quartile pay bands | 27.9% | 72.1% |
| Upper middle quartile pay bands | 25.3% | 74.7% |
| Upper quartile pay bands | 31.4% | 68.6% |

The distribution within the lower middle quartile pay band and the upper quartile pay bands broadly match the gender breakdown of our workforce (Female: 68.9%, Male: 31.1%).

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