

Gender pay report

At St Andrew's we're committed to inclusion in all its forms. We know that diversity is one of our greatest strengths, contributing positively to our success and, most importantly, to the care we provide for our patients.

This gender pay report is prepared according to the legislative requirements for organisations with more than 250 employees and shares a snapshot of our pay gap as of April 2021. It shows the difference in average pay between men and women across the whole charity. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs, or work of equal value.

In the fifth year of publication we have continued to perform ahead of other organisations.

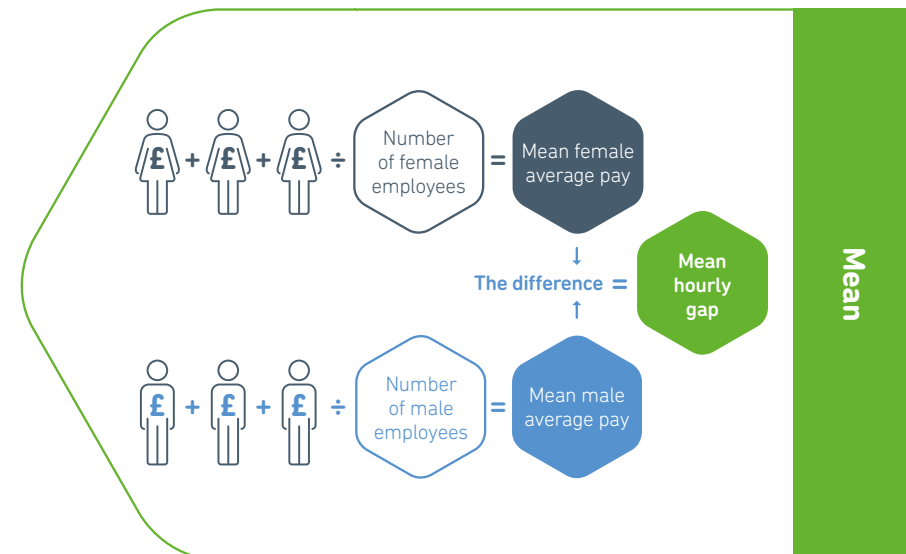
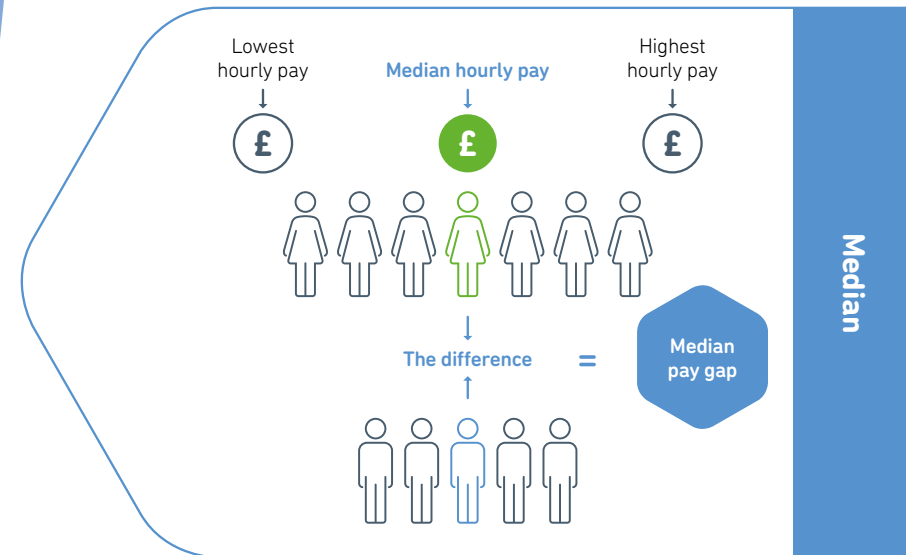
According to the gender pay gap analysis:

Our **median** gender pay gap is **2%**, this means there is a 2% difference between our median male and female hourly rates, when taking into account total remuneration. This year has seen an increase in males completing shifts which attract unsociable hours payments.

Our **mean** gender pay gap increased slightly from 7% to **9%**, this is well below the national average.

We are continuing in our efforts to pay fairly and equally and to improve pay for lower earners whilst exercising pay restraint at senior levels.

We're confident in the actions we take to promote and sustain inclusion, in our robust pay governance and our commitment to our reward strategy for all employees.



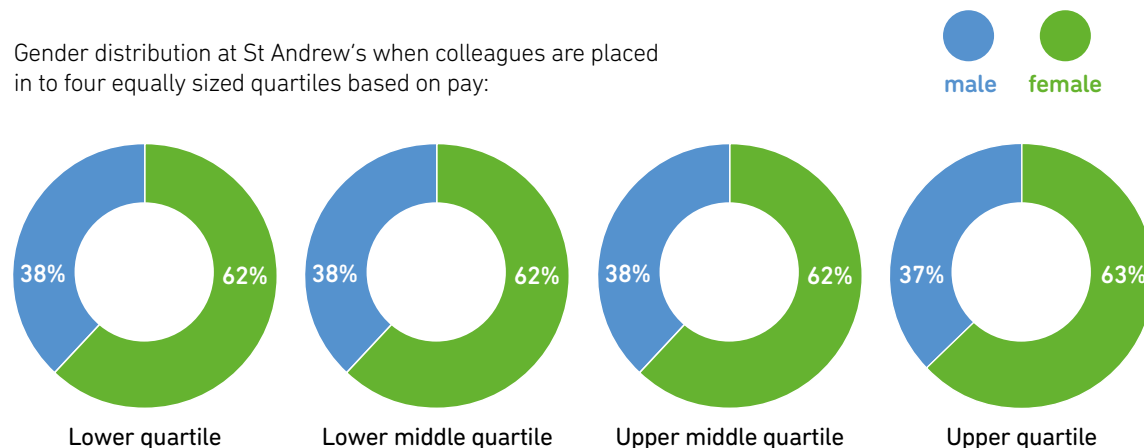
Pay data

Difference between gross hourly earnings for men and women	Median middle			Mean average		
	2021	2020	2019	2021	2020	2019
St Andrew's Healthcare	2%	0%	0%	9%	7%	7%
<i>National</i>	12% ¹	16%	17%	14% ²	15%	16%

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Overall
Male – 2021	33%	38%	40%	37%	38%
Female – 2021	67%	62%	60%	63%	62%

Pay quartiles

Gender distribution at St Andrew's when colleagues are placed in to four equally sized quartiles based on pay:



1. Average from all reports to Government Portal up to 30th September 2021. Final figure not yet published
 2. Average from all reports to Government Portal up to 30th September 2021. Final figure not yet published

To ensure we make good people decisions based on merit, we continue to practice values based recruitment, gender analysis of performance ratings, talent management and balanced gender diversity requirements for senior role shortlists.

In addition to this we have an Inclusion Strategy, of which a key priority is to improve female representation.

To achieve this we are continuing with a series of Diverse recruitment panels that include:

- The roll out of unconscious bias training
- An extension of the Director development programme where over 80% of leaders are female
- Continuing support for WISH staff network (Women in St Andrew's Healthcare)
- Mentoring and coaching programmes for senior leaders

The positive results we have seen in this area are something we are very proud of.

We confirm that the information and data reported is accurate as of the snapshot date 5 April 2021.



Katie Fisher, Chief Executive



Martin Kersey, Executive Director of HR