

Ethnicity 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 and we want everyone to feel accepted and included at work. Diversity has a proven effect on our success and, most importantly, improves the care we provide for our patients.

As a charity we work hard to know how well we are doing as an inclusive organisation. As part of this we have examined the relationship between ethnicity and pay at St Andrew's. This report shares a snapshot of our pay gap as of April 2020. It shows the difference in average pay between Black, Asian and Minority Ethnic (BAME) and non-BAME groups across the organisation.

According to the ethnicity pay gap analysis:

Our median ethnicity pay gap is

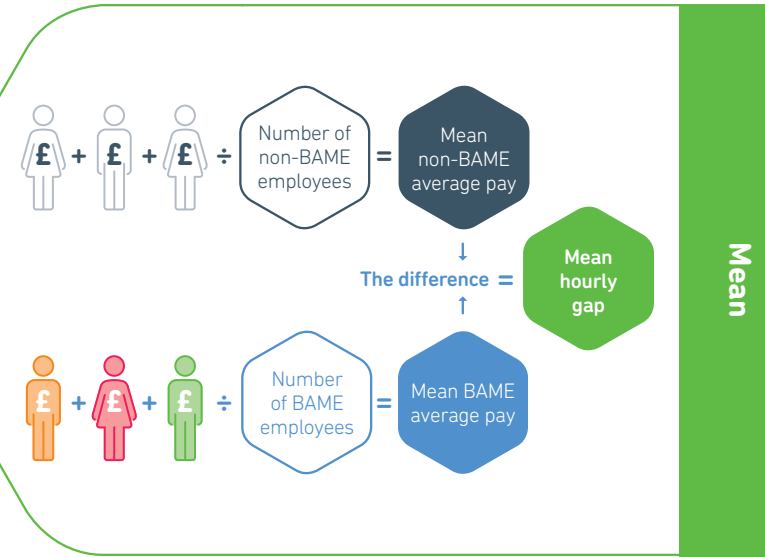
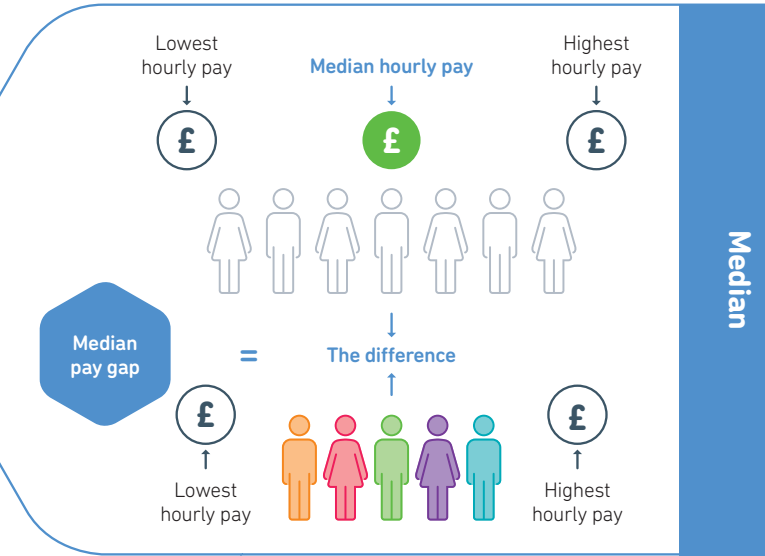
-3.9%

Our mean ethnicity pay gap is

4.2%

The median pay gap is the calculation that organisations focus on. We have a negative median pay gap, which means that BAME employees have a higher overall hourly rate when compared to non-BAME employees. Due to the way it is calculated the mean is slightly higher, however this is still below the national average.

This is very positive compared with the national average; the 2019 national ethnicity median pay gap is 2.3%, which means that generally across the UK non-BAME employees are paid more than BAME employees. These results represent a consolidation and confirmation of last year's positive results.



The calculations are based on an ethnicity disclosure of **62%**.

Pay data

Difference between gross hourly earnings for BAME employees	Median middle		Mean average	
	2020	2019	2020	2019
Asian	-7.7%	-10.3%	-33.7%	-36.7%
Black	-4%	-2.8%	12.2%	11%
Mixed	4.4%	3.5%	1.3%	-0.3%
Other Ethnicity	-5.2%	-6.2%	-3.7%	7.2%
Overall BAME	-3.9%	-2.8%	2.5%	2.5%

Pay quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Overall
Non-BAME 2020	69%	67%	63%	66%	66%
Non-BAME 2019	68%	68%	67%	66%	67%
BAME 2020	31%	33%	37%	34%	34%
BAME 2019	32%	32%	33%	34%	33%

What are we doing?

We are very keen to create a highly inclusive working environment, and we have a number of positive initiatives in place including:

- Ensuring that all recruitment and reward decisions are fair from an ethnicity perspective
- A successful BAME Network that provides peer support and networking for people of all ethnicities
- The roll out of unconscious bias training
- A reverse mentoring programme pairing BAME Network members with leaders from the Charity Executive Committee
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We confirm that the information and data reported is accurate as of the snapshot date of 5 April 2020.



Katie Fisher, Chief Executive



Martin Kersey, Executive HR Director