

# 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 2020. 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 fourth year of publication we have maintained the excellent results of last year.

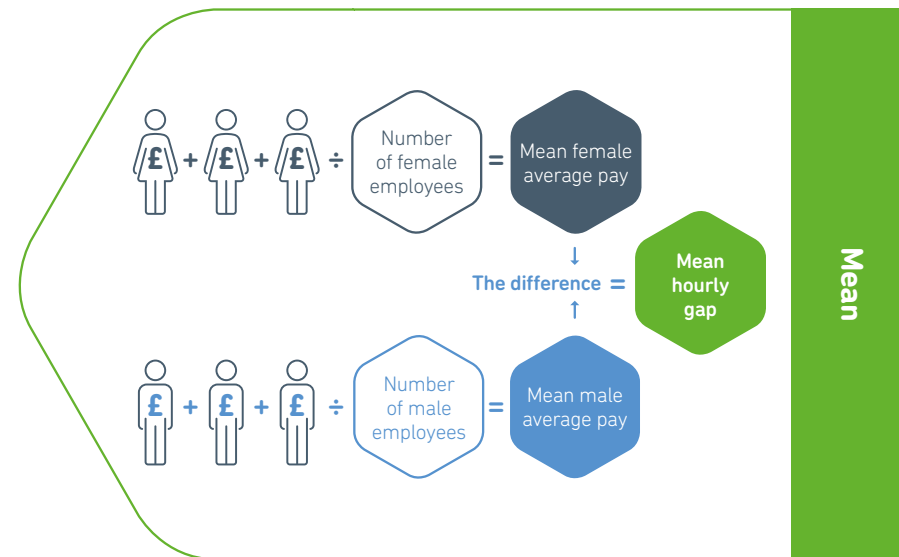
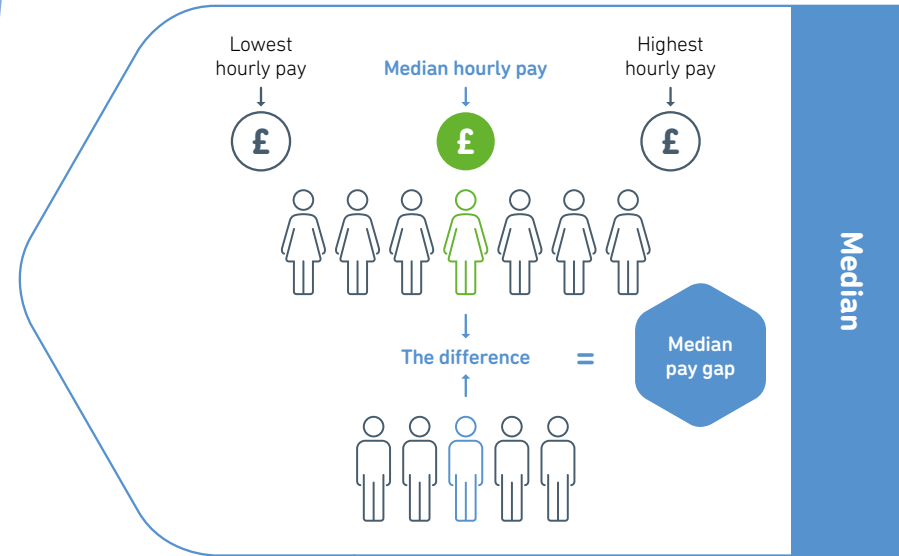
## According to the gender pay gap analysis:

We're pleased that our **median** gender pay gap has stayed at **0%** for the third consecutive year. This means that our median male and female hourly rates were exactly the same in April 2020.

Our **mean** gender pay gap decreased slightly from 7.1% to **7.0%**, 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.

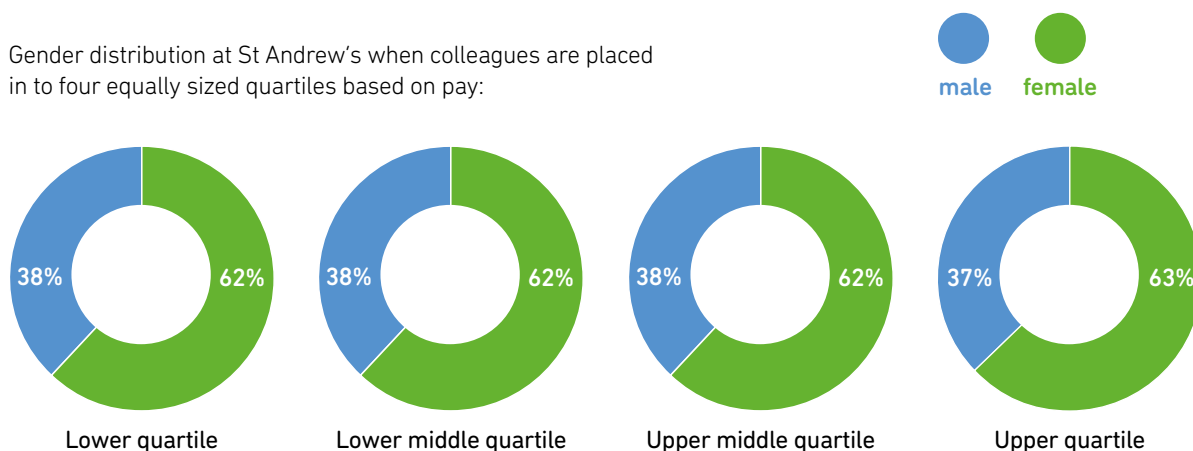


## Pay data

Difference between gross hourly earnings for men and women	Median middle			Mean average		
	2020	2019	2018	2020	2019	2018
<b>St Andrew's Healthcare</b>	0%	0%	0%	7.0%	7.1%	5.6%
<i>National</i>	15.5%	17.4%	17.9%	14.6%	16.2%	17.1%

## Pay quartiles

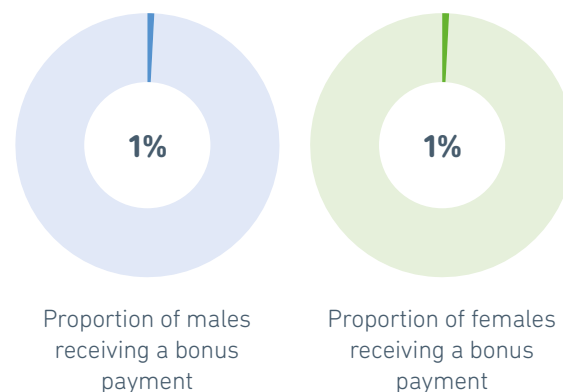
Gender distribution at St Andrew's when colleagues are placed in to four equally sized quartiles based on pay:



## Bonus data

Although the bonus scheme is now closed for all employees, in 2019-2020 we paid a small number of final contractual bonuses.

Difference between bonus paid to men and women	Median middle	Mean average
<b>2020</b>	0.0%	29.2%
<b>2019</b>	0.0%	0.0%



To ensure we make good people decisions based on merit, we continue to practice competency 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 interventions that include:

- Diverse recruitment panels
- The launch of the WiSH network (Women in St Andrew's Healthcare)
- The rollout of mentoring and coaching programmes
- The roll out of unconscious bias training (after diverse recruitment panels)
- Director development programme where over 80% of leaders are female (after WISH)

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 2020.*



Katie Fisher, Chief Executive



Martin Kersey, Executive Director of HR