

# Gender Pay Report

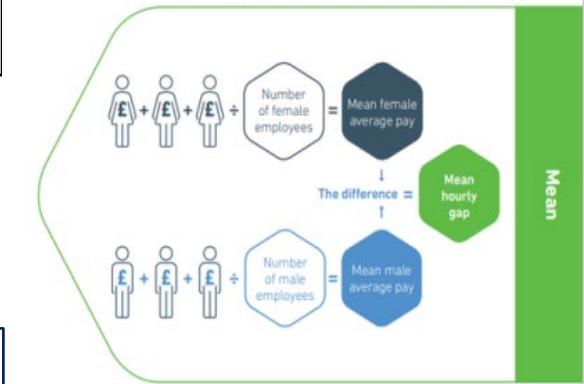
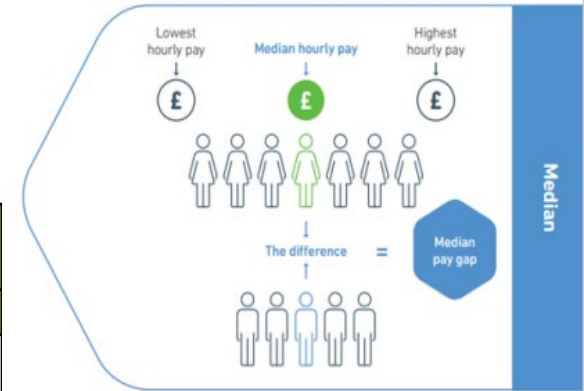
At St Andrew's we are committed to inclusion in all its forms. We know that diversity is one of our greatest strengths, contributing positively to our success and, most importantly, to the care we provide for our patients.

## What is the gender pay report?

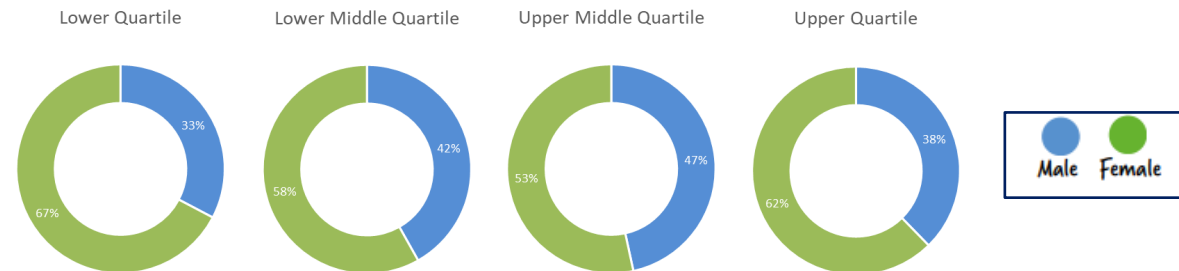
The report is prepared according to the legislative requirements for organisations with more than 250 employees and shares a snapshot of our pay gap as of April 2025. It shows the difference in average pay between men and women across the whole charity.

**Gender pay gap analysis:**  
We have a 2.9% median pay differential for gender due to higher proportions of male staff working unsociable hours. Unsociable hours attract more duty pay, which in turn increases an individual's average hourly rates\*

Difference between gross hourly earnings for men and women	Median Middle			Mean average		
	2025	2024	2023	2025	2024	2023
<b>St Andrew's</b>	<b>2.9%</b>	3.0%	1.9%	<b>3.9%</b>	4.1%	4.9%
<b>National</b>	12.8%	13.1%	14.2%	13.4%	13.8%	13.2%



**Pay Quartiles:**  
Gender distribution when colleagues are placed into four equally sized quartiles based on pay.



The Median gender pay gap is zero and the Mean gap is less than half a percent when looking at base pay alone (i.e. excluding duty pay).