

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 2022. 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 sixth year of publication we have continued to perform ahead of other organisations.

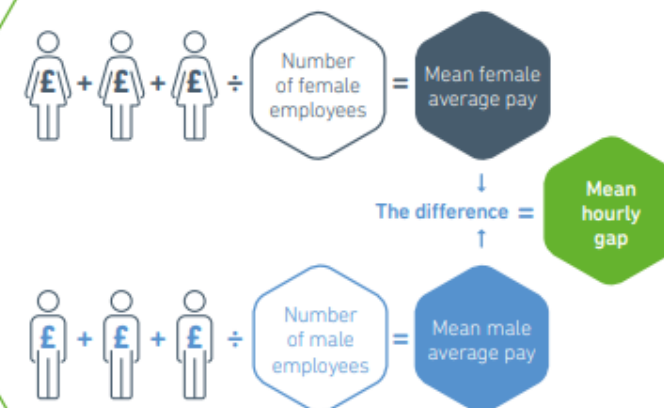
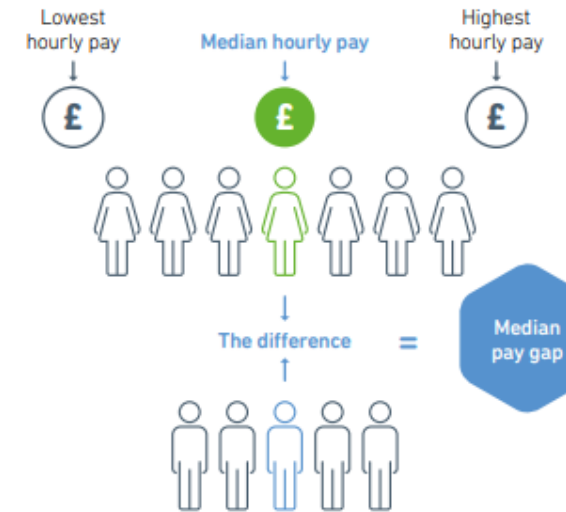
According to the gender pay gap analysis:

Our **median** gender pay gap is **3%**, this means there is a 3% difference between our median male and female hourly rates, when taking into account total remuneration. This is a small increase on last year and continues to be affected by males completing more unsociable shifts than female staff.

Our **mean** pay gap has also increased to **12%** but based on currently submitted figures is better than 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.



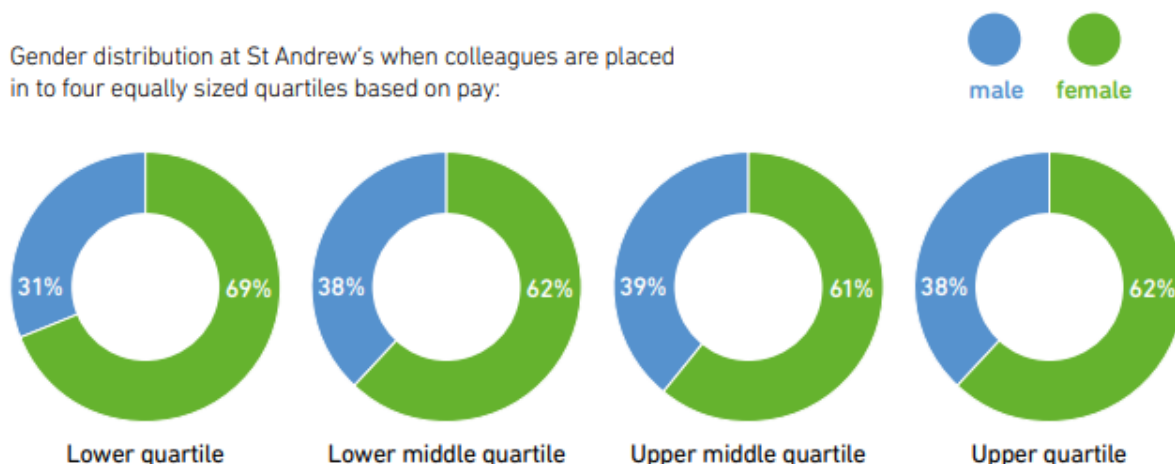
Pay data

Difference between gross hourly earnings for men and women	Median middle			Mean average		
	2022	2021	2020	2022	2021	2020
St Andrew's Healthcare	3%	2%	0%	12%	9%	7%
National	15% ¹	12%	16%	14% ²	14%	15%

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Overall
Male – 2022	31%	38%	39%	38%	36%
Female – 2022	69%	62%	61%	62%	64%

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 26th October 2022. Final figure not yet published
2. Average from all reports to Government Portal up to 26th October 2022. Final figure not yet published

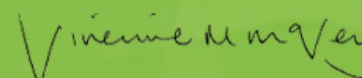
We are passionate about supporting colleagues to develop across the Charity. Our approach to values based recruitment and gender analysis of performance and talent management ensure we support and encourage female colleagues to perform at their best.

Our Diversity and Inclusion plan sets out a clear priority to increase female representation in senior roles.

To achieve this we are continuing with a number of actions 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

We confirm that the information and data reported is accurate as of the snapshot date 5 April 2022.



Dr Vivienne McVey, Chief Executive



Martin Kersey, Executive Director of HR