

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 2023. 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 seventh year of publication we have continued to perform ahead of other organisations.

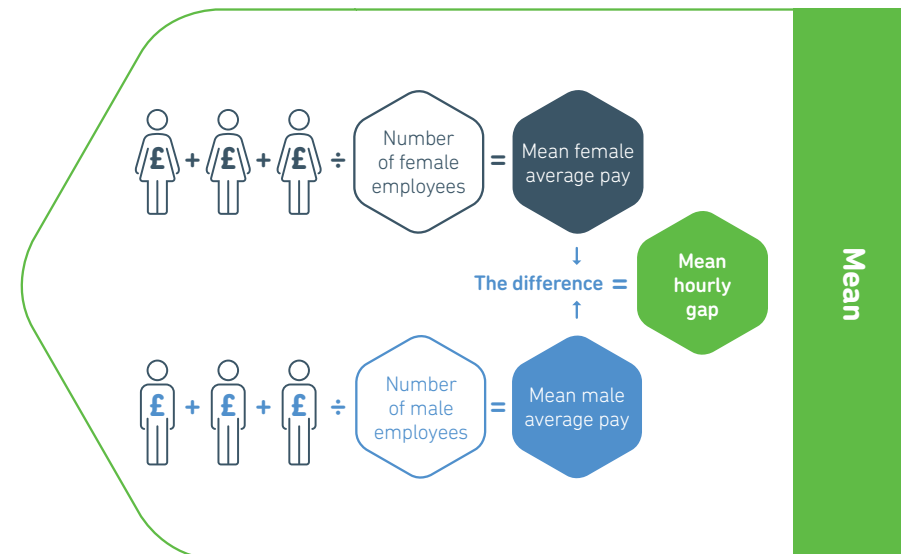
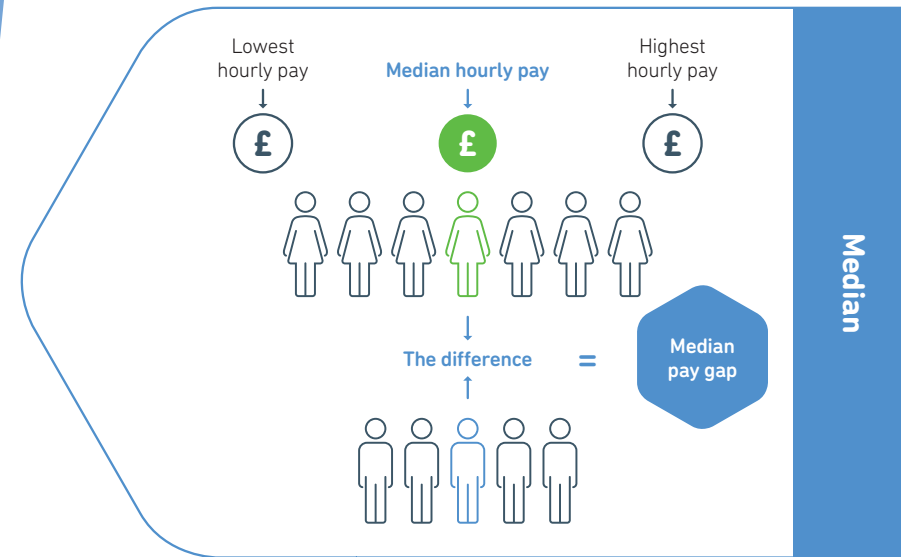
According to the gender pay gap analysis:

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 is a reduction from last year and shows we are close to parity overall.

Our **mean** pay gap has also decreased to **5%** and based on currently submitted figures is less than half the national average.

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.

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.



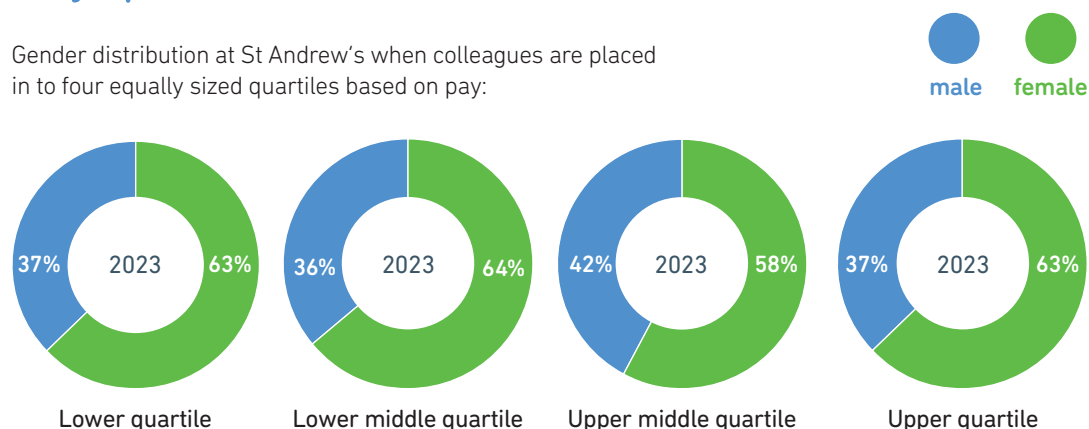
Pay data

Difference between gross hourly earnings for men and women	Median middle			Mean average		
	2023	2022	2021	2023	2022	2021
St Andrew's Healthcare	2%	3%	2%	5%	12%	9%
National	TBC	15%*	12%	TBC	14%*	14%

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Overall
Male – 2023	37%	36%	42%	37%	38%
2022	31%	38%	39%	38%	36%
2021	33%	38%	40%	37%	38%
Female – 2023	63%	64%	58%	63%	62%
2022	69%	62%	61%	62%	64%
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:

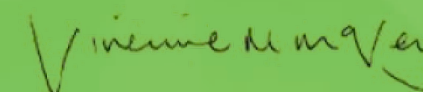


We are passionate about supporting colleagues to develop across the Charity. We have a Diversity and Inclusion Plan with a key priority to improve leadership diversity.

To achieve this we are continuing with a series of interventions that include:

- Four employee Networks including WiSH (Women in St Andrew's Healthcare) offering guidance and support to staff members.
- Career cafes and conversations for staff to access.
- Mentoring and coaching programmes for senior leaders.
- 'Menopause friendly organisation' accreditation in progress.
- The continued roll out of unconscious bias training.

We confirm that the information and data reported is accurate as of the snapshot date 5 April 2023.



Dr Vivienne McVey, Chief Executive