

Statement of Gender Pay Gap Reporting

The Gender Pay Gap regulations came into force on 6 April 2017 and require companies with 250 employees or more to publish data showing how large the pay gap is between their male and female employees in relation to average pay and average bonuses.

Gender Pay Gap Reporting is not the same as an Equal Pay Audit. Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

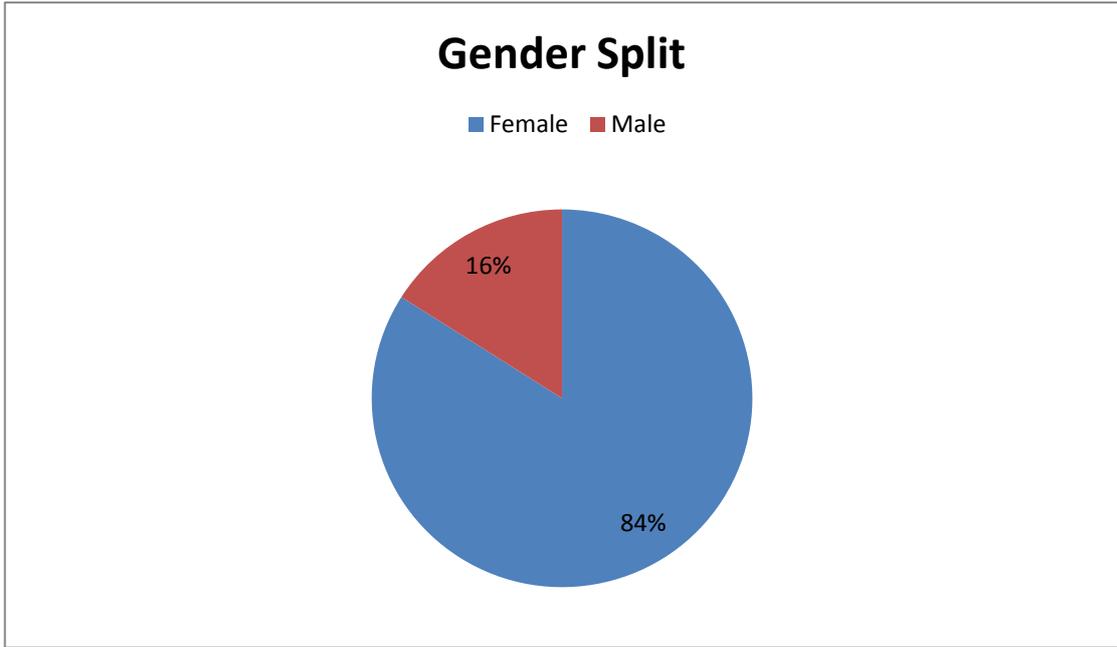
When it comes to gender equality and opportunity, Benenden Hospital Trust is committed to improvement and creating positive change.

In 2017, women at Benenden Hospital Trust were paid almost 30% less than men. The table below shows the pay gap mean as 28.02%

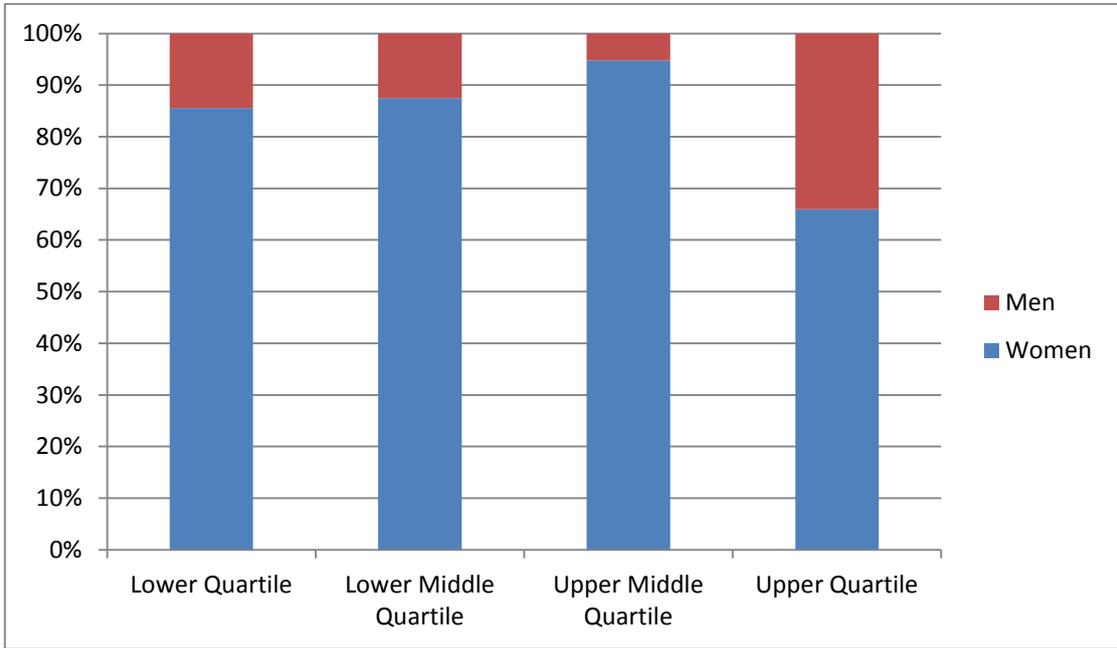
Gender Pay Gap	
<i>Pay Gap Mean</i>	28%
<i>Pay Gap Median</i>	33%

Whilst we are proactively working towards redressing this imbalance, we would like to provide an explanation of the main reasons behind our gender pay gap.

- 1) The split of male and female workers. The majority of our workforce is female based (84% women and 16% men).
- 2) 80% of our female staff are employed within the lower 3 quartiles with 20% in the upper quartile whereas 50% of our male workforce are employed within the upper quartile.
- 3) Many of our roles within the lower quartiles are held by women and therefore there is no gender comparison to make.



The chart above demonstrates the split between women and men within the workplace.



The graph above demonstrates the split between women and men employees across the reportable quartiles.

Gender Bonus Gap

The regulations also require us to show what proportion of men and women were paid bonuses in the reporting period. Our bonus payments are generally linked to salary and are paid as part of the annual pay review. This results in the bonus gap differential being similar to the average pay gap with 25% of men being paid a higher bonus than women.

Bonus Pay Gap	
<i>Pay Gap Mean</i>	25%
<i>Pay Gap Median</i>	37%

It is important to note that we are confident that we pay men and women the same for equivalent work. Our gender pay gap is a reflection that we have a far higher percentage of women in our business whose roles fall into the lower three quartiles - 75% of our roles falling into the lower three quartiles and 25% in the upper quartile. In addition, the hospital has a flexible 'bank' workforce and the calculation required for this legislation pulls down our average hourly rate and impacts significantly more women than men and creates a false impression of the actual gender pay gap.

The future

As previously stated, the organisation is committed to addressing this imbalance by encouraging diversity and development within the workplace. We have a five year workforce plan which has been approved by our Board and will include:

- A more in-depth review of the pay elements for part time and full time workers as Benenden Hospital does have a significant number of employees who work flexible hours.
- Further analysis in relation to the terms and conditions of bank workers who are predominately women and where in some cases are earning significantly less than their permanent colleagues and who do not participate in the PDR process (scheduled to commence Qtr. One 2018).
- A role re-evaluation and bench marking exercise.

- Implementation of a revised pay banding system.
- Review of our people policies to ensure fairness.
- Encourage the development of staff through internal and external programmes.

I, Jane Abbott, confirm the information produced on behalf of Benenden Hospital Trust, regarding its Gender Pay Gap as at April 2017, is accurate to the best of my knowledge.