

# Gender Pay Gap Report 2018/19



Benenden Hospital is committed to promoting diversity and gender equality for all throughout the organisation. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other protected characteristic.

Whilst our gender pay gap data does highlight disparity between our pay and shows that there is challenging work to do to ensure that we have a balanced demographic profile in our pay, what we are reporting is reflective of the wider UK healthcare industry.

Traditionally there is a higher female workforce in care roles which also tend to be in the lower bandings with the male workforce in the higher bandings which include management, technical and professional roles.

## What is the gender pay gap ?

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and an important matter of principle that Benenden Hospital Trust is committed to and abides by.

All UK companies with 250 or more employees on 5 April 2019 are required to publish specific gender pay information:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band

Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately.

The mean and median gender pay gap is based on hourly rates of pay as a 5 April 2019.

The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5 April 2019.

Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts

# Benenden Hospital 2019

## Gender Split of Employees

Male  
**18%**

Female  
**82%**

2%

2%

% change since 2018

**405**

Total number  
of relevant  
colleagues

## Employees receiving bonus

Male  
**17%**

Female  
**83%**

Mean pay gap  
**27.43%**

the difference in average hourly  
rates of pay that male and female  
employees receive

Mean bonus gap  
**37.79%**

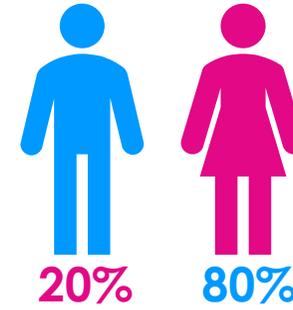
the difference in average bonus pay  
that male and female employees  
receive

Median pay gap  
**30.17%**

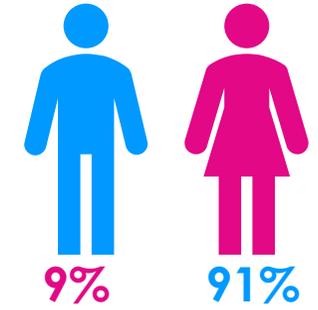
the difference in the midpoints of the  
ranges of hourly rates of pay for men  
and women

Median bonus gap  
**0%**

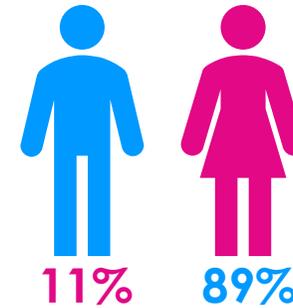
the difference in midpoints of the  
ranges of bonus pay received by  
men and women



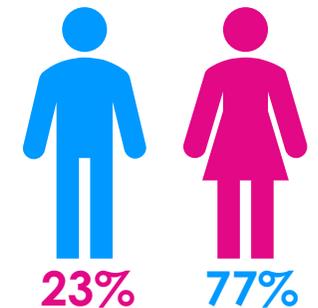
Lower Quartile



Lower Mid Quartile



Upper Mid Quartile



Upper Quartile

## Proportion of males and females by pay quartile

This is the percentage of male and female  
employees in four quartile pay bands.

# How are we doing

	2017	2018	2019	Difference 2017 v 2019
Mean gender pay gap	28%	27.44%  - 0.56%	27.43%  -0.01%	 - 0.57%
Median gender pay gap	33%	27.25%  - 5.75%	30.17%  +2.92%	 - 2.83%
Mean gender bonus gap	25%	 + 22.8%	37.79%  10.01%	 +12.79%
Median gender bonus gap	37%	 - 37%	0%  0%	 - 37%

Since 2017, there has been positive progress made towards addressing the imbalance in gender pay. Compared to 2018's data, there has been an increase in male colleagues working in the lower quartile as well as an increase of female colleagues holding upper quartile roles.

There has been little change in the gender split of the Hospital's workforce since 2017 and the challenge remains that over 55% of female colleagues are employed in the lower three quartiles compared to 60% of male colleagues being employed in the upper quartile.

The total number of colleagues also includes bank staff, a section of our workforce who work flexibly when work is available. Bank staff are predominately female and not eligible for bonus payments, due to their irregular patterns of work, which will have a negative impact on the gender pay gap.

Bonus payments remain linked to salary and are paid as part of the annual performance and pay review. There is a higher percentage of male colleagues holding roles in the upper quartile which drives the mean gender bonus gap. We continue to encourage a more balanced split of genders across the organisation, where possible, to reduce the gender bonus gap via our recruitment strategy and succession planning.

# Our commitment to closing the gap



**In 2019**, Benenden Hospital continues to have a strong female representation throughout our workforce. Our Hospital Executive Team are 50% female which demonstrates our on-going commitment to diversity in senior management.

With under 40% of male colleagues holding roles in the lower three quartiles, the divide in gender pay is caused by the positions held and the salaries that these roles attract and not due to men being paid differently for the same or equivalent work.

I confirm the gender pay gap data contained in this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Michelle Anderson  
Benenden Hospital HR & OD  
Director

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Jane Abbott  
Hospital Director

**Looking forward to 2020**, Benenden Hospital continue to focus on four key areas;

✓ **Recruitment**

Developing our recruitment strategy and policy to ensure we attract skilled candidates, who through a fair and un-bias recruitment and selection process, demonstrate the values and behaviours embraced by our colleagues across Benenden Hospital.

✓ **Retention**

Continuing to review our family friendly policies and practices to offer support to our colleagues in effectively balancing their work/life commitments across all areas and levels of the organisation.

✓ **Pay, Reward & Benefits**

Delivering the project already underway on our current pay bandings to ensure we have a fair and accessible pay structure for all at Benenden Hospital.

✓ **Development and Progression**

Ensuring the tools and processes available to measure individual performance feed into our talent optimisation programme and create a positive sharing learning environment for our colleagues.