

Gender Pay Gap Report 2020



Here at Benenden Hospital, we remain passionately committed to promoting equality, diversity and inclusion which creates an environment that attracts, retains and motivates its people.

We are an equal opportunities employer with a clear policy of paying employees equally for the same or equivalent work, regardless of gender or any other protected characteristic.

We have been reporting on our gender pay gap since 2017 and whilst our data continues to highlight disparity, we remain confident that we have a balanced demographic within our pay profile and that what we are reporting continues to be reflective of the wider UK healthcare industry. In summary, we understand the pay gap and our workforce profile and we are confident that our systems and processes ensure that there is parity between genders.

Gender Pay not Equal Pay.....

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.

Legislative requirements

- All UK companies with 250 or more employees on 5 April 2017 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 at 5 April 2020
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5 April 2020
- Pay quartiles look at the proportion of men and women in four pay bands

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Our Industry

The UK healthcare industry reports the gender working split as 78% female and 22% male and this UK wide statistic is broadly reflective in our organisation with 82% female and 18% male. However, it is important to note that our Hospital Executive (our most senior roles) remains at 50% male and 50% female and throughout our organisation there is a higher percentage of female workers over male workers.

In line with supporting national data, our challenge is to attract more males into our organisation and particularly in our lower quartile roles.

We recognise that our gender pay gap has not changed significantly over the reporting period, however, we have seen some progress and we are confident that our commitment to equal opportunities and increased interest in males working within the healthcare industry will result in a continued gradual reduction in the gender pay gap.

Year on Year Comparison

Over the course of the last 3 reporting periods, we have achieved the following:

- Closed our female v's male ratio by 2%
- Reduced our Mean pay gap by 4.5%
- Reduced our Median pay gap by 7.5%
- Reduced our Mean bonus gap by 12%
- Retained our Median bonus gap at 0% for the past two reporting periods

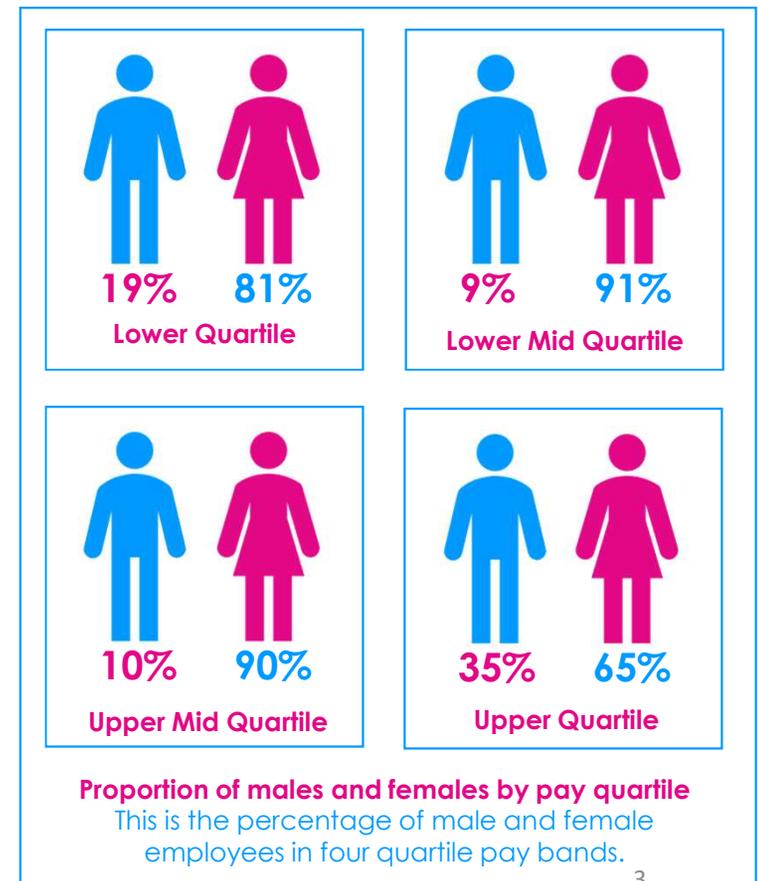
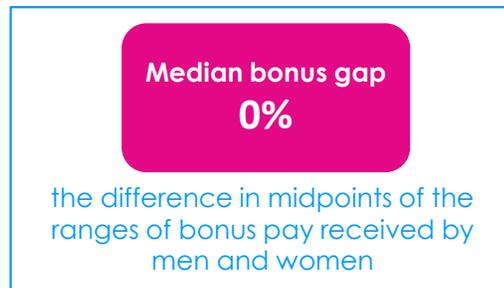
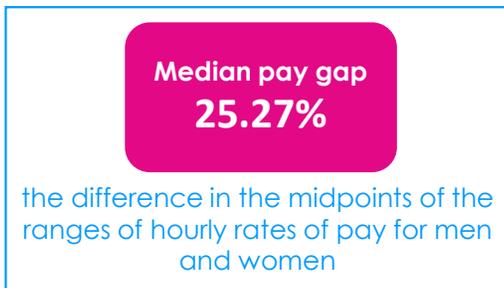
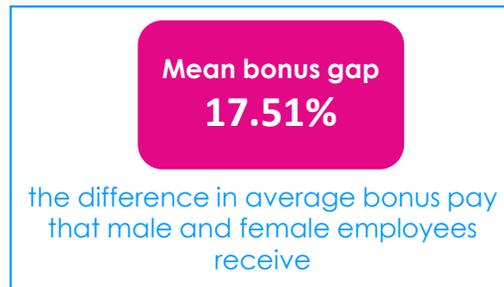
We have also seen a small increase in males representing our lower and lower mid-range pay quartiles.

It remains a fact that we typically receive much greater numbers of female applicants for our lower quartile roles such as housekeeping, catering assistants, administrators and healthcare support workers and therefore employ a majority of females in these roles.

For our higher salary roles, our split between male and female is more balanced and remains in favour of our female workforce.

Our senior management team represents a 50/50 gender split profile.

Benenden Hospital 2020



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

How are we doing ?



	2017	2018	2019	2020	Difference 2017 v 2020
Mean gender pay gap	28%	27.44% ▼ -0.56%	27.43% ▼ -0.01%	23.53% ▼ -3.90%	-4.47
Median gender pay gap	33%	27.25% ▼ -5.75%	30.17% ▲ +2.92%	25.27% ▼ -4.90%	-7.73%
Mean gender bonus gap	25%	47.80% ▲ +22.8%	37.79% ▼ -10.01%	17.51% ▼ -10.28%	-7.49%
Median gender bonus gap	37%	0% ▼ -37%	0% ↔ 0%	0% ↔ 0%	-37.00%

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of employees in scope. Given our industry demographic, we expect there to be a disparity all the while females dominate the lower quartile roles within the healthcare industry. However, as you can see, our pay gap has reduced from 28% in 2017 to 23.53% in 2020.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value. We are pleased to report progress in this respect as our data shows that we have closed the median pay gap from 33% to 25.27%.

This reporting period demonstrates that whilst we have a good balance of male and female workers in the upper quartile, the challenge remains that over 80% of our female colleagues are employed in the lower three quartiles.

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay by men and women. Within our report, we have included our bank employees - 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, and this does have an effect on the gender bonus pay gap. Bonus payments remain linked to salary and are paid as part of the annual performance and pay review. Although this rate has significantly reduced, 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.

Why do we have a gender pay gap?



Difference between equal pay and the gender pay gap

An organisation can have a gender pay gap without breaching equal pay provisions.

Our gender pay gap is not as a result of equal pay issues. We have a gender-neutral approach to determining pay for roles at all levels and we regularly monitor this to ensure we continue to meet legal and moral obligations.

All employees at Benenden Hospital receive equal pay for equal work.

Having a predominately female workforce means that even small fluctuations in the male number of colleagues can have a significant impact on our gender pay gap.

Our pay ranges differ by function as well as job level, meaning that the gender split between functions also has an effect.

The most significant challenges we face in addressing our gender pay gap are:

- Our overall workforce profile
- A significantly higher percentage of females in our lower quartile pay ranges

Our commitment to closing the gap



We will continue to foster an inclusive culture and focus on:

- How we recruit into our organisation
- How we engage and reward our employees
- How we support progression and developmental opportunities

Whether recruiting new starters, or supporting our colleagues to progress within the organisation, we will continue to operate fairly and equitably regardless of gender.

We are passionate about fairness, diversity, inclusion and equal opportunities. We remain committed to working towards closing our gender pay gap and a more equal distribution of male and female workers within our organisation

Looking forward to 2021, Benenden Hospital continues to focus on three key areas;

✓ **Recruitment**

Developing our recruitment strategy and policy to ensure we attract skilled candidates, who through a fair and un-biased recruitment and selection process, demonstrate the values and behaviours embraced by our colleagues across Benenden Hospital. We will ensure that our recruitment campaigns appeal to both genders.

✓ **Pay, rewards and benefits**

Continue to develop our reward and recognition packages that attract the best people regardless of gender. Continue 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.

✓ **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.

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