

# Gender Pay Gap Report 2023



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 male and females across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to male and females being paid equally for equal work. This is a legal requirement in the UK and an important matter of principle that Benenden Hospital is committed to and abides by. 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.

## Legislative requirements

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

# Gender Pay Gap Report 2023



## Our Industry

The UK healthcare industry continues to report a gender working split in favour of females and, whilst our gender pay split remains higher with an 83% female and 17% male split, it remains comparable within the industry we operate.

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 split has not changed significantly over the reporting years however, we have seen a significant positive move towards narrowing our gender pay gap across all reporting areas. We are proud of the opportunities we give to everyone across our organisation, the flexible working culture we have implemented and supported, and our focus on inclusion and fairness. We are confident that our commitment to equal opportunities and increased interest in men working within the healthcare industry will result in a continued gradual reduction in the gender pay gap.

## Year on Year Comparison

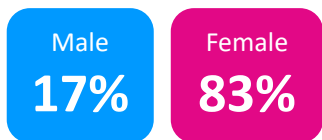
Over the course of the last reporting period, our report shows:

- Our female v's male ratio has favourable changed towards males by 1%
- A reduction in our Mean pay gap of 13% to 0%
- A reduction in our Median pay gap of 11% to 6.6%
- A reduction in our Mean bonus gap to 10.26%
- We have retained our Median bonus gap at 0% for the past five reporting periods

# Benenden Hospital 2023



## Gender Split of Employees

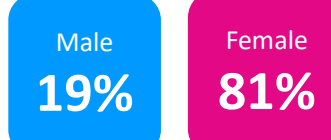


1% change since 2022

468

Total number of 'in scope' colleagues

## Employees receiving bonus



Mean pay gap  
**-0.01%**

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

Mean bonus gap  
**10.26%**

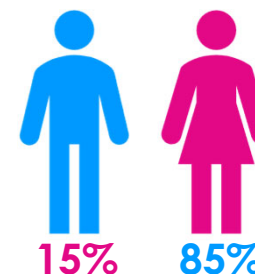
the difference in average bonus pay that male and female employees receive

Median pay gap  
**6.60%**

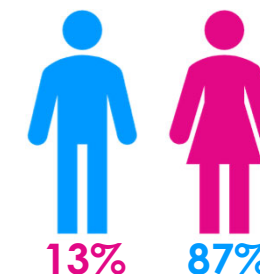
the difference in the midpoints of the ranges of hourly rates of pay for men and women

Median bonus gap  
**0%**

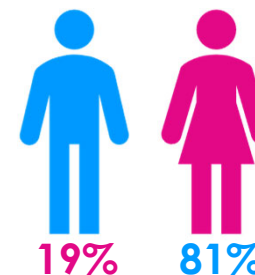
the difference in midpoints of the ranges of bonus pay received by men and women



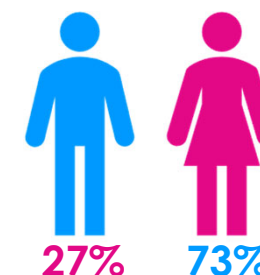
Lower Quartile



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.

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 ?

Calculation	Data type	2017	2018	2019	2020	2021	2022	2023
Pay Gap	Mean	28%	27%	27%	24%	21%	13%	-0.01%
	Median	33%	27%	30%	25%	27%	17%	6.60%
Bonus Gap	Mean	25%	48%	38%	18%	6%	45%	10.26%
	Median	37%	0%	0%	0%	0%	0%	0%

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 whilst females dominate the lower quartile roles within the healthcare industry, however our pay gap has reduced significantly from 28% in 2017 to -0.01 in 2023 which means that there is no Mean gender pay gap within our organisation.

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. The median pay gap has decreased from 33% in 2017 to 6.60% in 2023 which supports the improved split of men and women throughout the four categories along with the changes we have made to our pay strategy.

In 2022 we introduced role specific pay ranges with a lower, median and upper point and in 2023 we moved all employees to the mid- range point which helped to close the difference in pay between men and women. The organisation also adopted the Real Living Wage which has increased the pay of those in the lower quartiles, the majority of whom are female.

We have seen a reduction on our Mean bonus gap to 10.26%. Within our report, we have included our flexi-bank workers - a section of our workforce who work flexibly when work is available. Flexi-bank workers are predominately female and are not eligible for bonus payments due to their worker status and this impacts on the gender bonus pay gap. Our bonus payments include management bonus which is a 40/60 split in favour of females and long service awards, where all but two of the awards were made to females.

We have retained our Median bonus gap of 0% for the past five reporting periods which means, of bonuses paid, there is no difference in the amount paid between men and women.

# 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
- Retention

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

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  
HR & OD Director

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Jane Abbott  
Hospital Director

**Looking forward to 2024**, 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. We will have a clear and compelling Diversity and Inclusion strategy which has synergies with the Recruitment strategy and our recruitment processes

## ✓ **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. Conduct equal pay reviews to ensure all employees of equal experience in similar roles are paid the same. We have already made significant changes to our flexible working policy to promote a healthy work-life balance and increase staff motivation.

## ✓ **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.

## ✓ **Retention**

We have committed to the Real Living Wage across our workforce to further support our employees in lower paid roles.

We support a variety of flexible working options, hours, home working and study leave

We advertise vacancies internally and support internal progression

We nurture the succession planning pipeline, identify critical roles and ensure we create action plans and/or developmental opportunities

Ensure the retention and progression of staff across the organisation in specialist roles and management positions