

# Gender pay report

At St Andrew's we are 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.

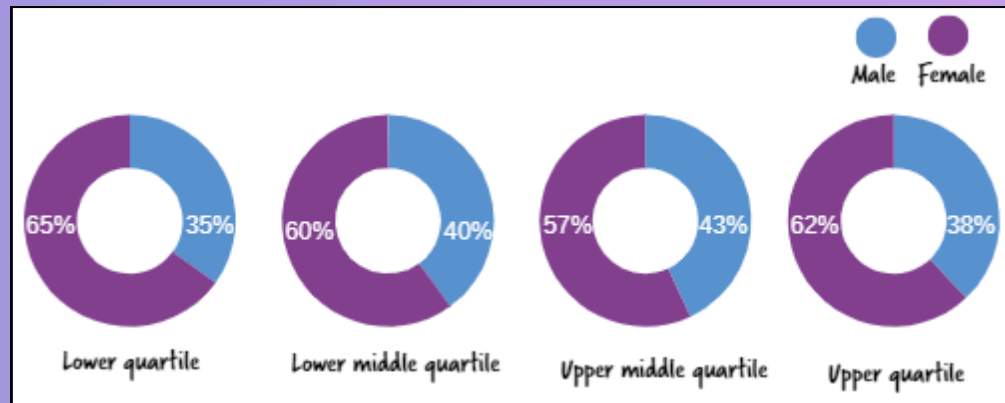
## What is the gender pay report?

This 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 2024. It shows the difference in average pay between men and women across the whole charity.

## Gender pay gap analysis

We have a 3%\* median pay differential for gender due to higher proportions of male staff working unsociable hours. Unsociable hours attract more duty pay, which in turn increases an individual's average hourly rates.

| Difference between gross hourly earnings for men and women | Median Middle |      |      | Mean average |      |      |
|--|---------------|------|------|--------------|------|------|
|  | 2024          | 2023 | 2022 | 2024         | 2023 | 2022 |
| St Andrew's  | 3%            | 2%   | 3%   | 4%           | 5%   | 12%  |
| National   | TBC           | 14%  | 15%  | TBC          | 13%  | 14%  |

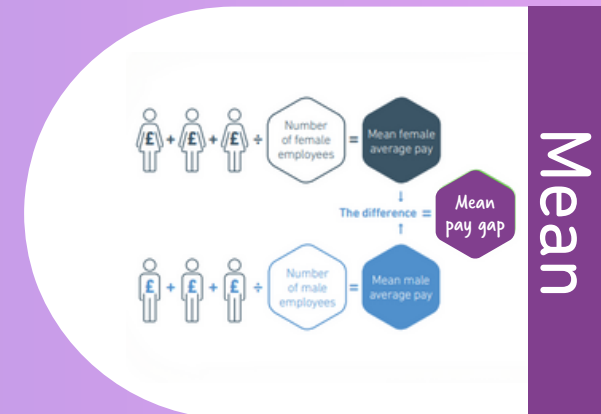


## Pay Quartiles

Gender distribution when colleagues are placed into four equally sized quartiles based on pay.



Median



Mean

\*There is no differential when looking at base pay alone.