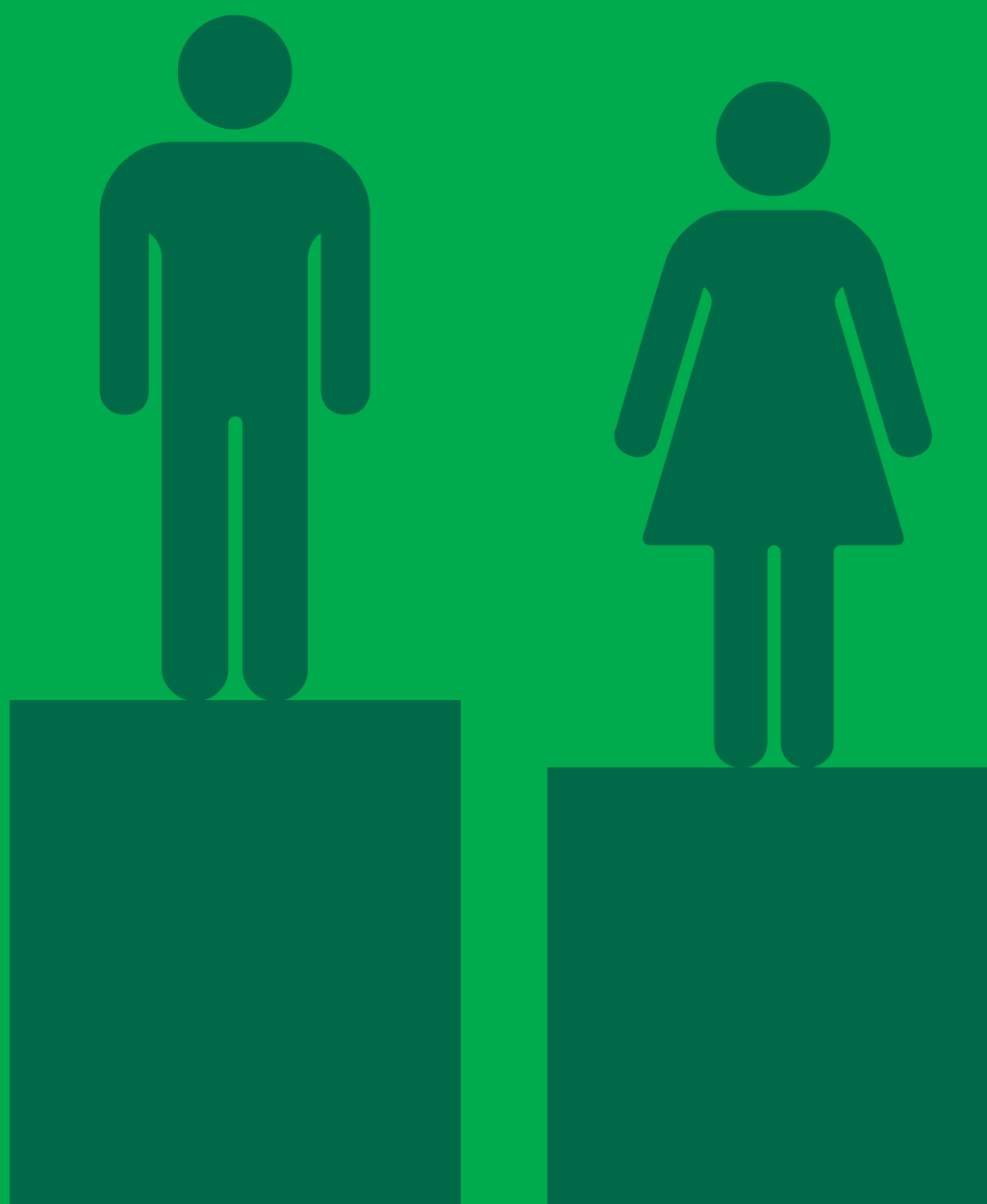


Gender Pay Gap Report

Reference period: 31 March 2023

Report published: February 2024



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Introduction

The Equality Act 2010 requires King's to publish our:

- a) Gender pay gap: calculated with employees' 'ordinary pay' which is defined as basic pay, allowances, pay for leave and shift premium pay. It does not include overtime payments (which includes on call and additional programmed activities).
- b) Bonus pay gap: remuneration in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. The only bonuses at King's are clinical excellence awards and have been included in the overall bonus pay gap calculation.

The gender pay gap data provided in this report was obtained through the national Gender Pay Gap dashboards via the Electronic Staff Record (ESR) and includes employees, apprentices, workers and agency workers (those with a contract to do work or provide services) and some self-employed people (where they have to personally perform the work; as per the national NHS Employers guidance). The figures in this report have been calculated using a 'snapshot date' from March 31st 2023.

The gender pay gap is different to equal pay. The gender pay gap shows the difference in the average and median pay between all men and women in a workforce and the reporting requirements specify the calculations to include in the report. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. A gender pay gap does not equate to the existence of an equal pay problem but may be the trigger for investigating why the gap exists.

Context

We know that gender pay gaps exist within a broader context; these issues are not King's or even NHS-specific. We need to widen the conversation to include some of the key societal factors that influence gender pay gaps, such as caring responsibilities, returning to work after parental leave and gender roles in society. A national strategy to address gender pay gaps across the NHS may be a good starting point, to align our work with other similar-sized Trusts and share best practice

King's College Hospital is one of the largest Trusts in the country; with a diverse workforce of over 14,000 staff and thousands more volunteers, students, and contractors, the gender pay gap information provides a valuable insight into the challenges of inclusion and diversity across our entire workforce.

Like most Trusts in the country, King's has a workforce that is predominantly female. Our current workforce diversity information shows that female workers make up approximately 75% of our workforce and approximately 25% are male.

Whilst being an intersectional issue, the Gender Pay Gap is a key priority area for Kings' Women's Network. Many of the inequality gaps highlighted in this report are not unique to King's; they are widespread across the NHS and society. By continuing to publish the extent of our own inequalities, we hope to give further recognition to this agenda and be open with our own challenges as a step in addressing them.

Kings' Ordinary Gender Pay Gap

King's College Hospital Average (Mean) Gender Pay Gap

Females earn on average £21.86 per hour compared to £26.62 for males. This equates to a 17.90% gender pay difference or 'gap'. Our gap has increased by 0.003% since last year.



King's College Hospital Median Gender Pay Gap

Females earn £20.93 per hour compared to £25.49 per hour for males. This equates to a median percentage difference of 7.42%. Our gap has decreased by 0.31% since last year.



Comparison to previous years

The average gender pay gap has plateaued with minimal change over the past 3 years. The median has slightly decreased from last year, continuing an improved/closing gap trend.

For 2023 the ordinary pay average gender pay gap is 17.90%. The pay difference is £4.76. This is an increase of 0.003% or 20p from last year. Over the last 3 years the ordinary pay gender pay gap has plateaued.

On average, both males and females received a higher average hourly rate than the previous year. Males received £1.12 more and females received £0.92 more than last year.



Median Gender Pay Gap



For 2023 the ordinary pay median gender pay gap was 7.42%. This is a decrease of 0.31% since the previous year (2022).

For ordinary pay the median hourly rate increased by £0.86 since last year, for both genders.

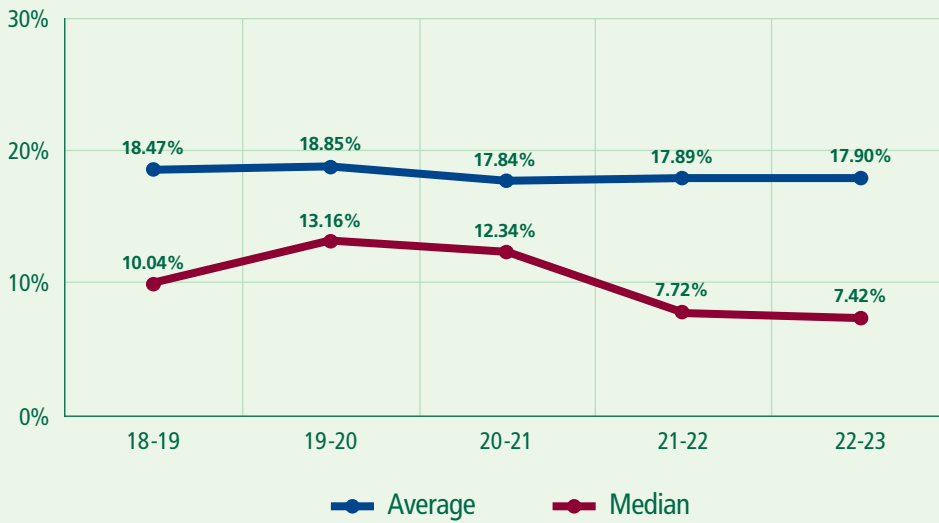
The increases in pay are likely the combined effect of the 2022 pay increase and Agenda for Change grade step increases.



Average and Median

Gender	2023		2022		Variance 2023-2022	
	Average Hourly Rate	Median Hourly Rate	Average Hourly Rate	Median Hourly Rate	Average Hourly Rate	Median Hourly Rate
Male 	£26.62	£21.83	£25.49	£20.97	£1.12	£0.86
Female 	£21.86	£20.21	£20.93	£19.35	£0.92	£0.86
Difference	£4.76	£1.62	£4.56	£1.62	£0.20	-£0.00
Pay Gap %	17.90%	7.42%	17.89%	7.72%	0.003%	-0.31%

Average and mean by Year



Why is there a Gender Pay Gap at King's?

Ordinary pay

There are multiple factors that have led to the Gender Pay Gap at King's. Age, length of service, progression and part-time working are key influences, and the distribution and number of males and females between roles (hourly rates) is also a factor.

For example, there are a higher number of males in higher paying roles than in the usual Trust male/ female distribution, especially for Medical and Dental Consultants.

In Agenda for Change there are a large number of females in low to mid earning roles, and these are being compared with some outlier males who are in very high earning roles. The result is an uneven spread of and number of males and females, resulting in a gender pay gap.

There is therefore a higher mean gender pay gap in favour of males specifically within the medical pay group (8.79%), compared to the gender pay gap within the Agenda for Change pay group, where there is -8.15% in favour of women.

For Medical staff, the pay gap is a result of the Consultant group where there are a larger number of males to females, and the males are earning high hourly rates. They have between 5-25 years of KCH service.

Bonus Gap

Drivers more specific in relation to the bonus pay gap include: more males receiving national awards and higher award amounts. A higher amount of males also received a national as well as local award. Significantly, there is a much higher bonus gender pay gap for staff with more than 20 years' service.

Gender Profile of King's

The Trust's gender composition is similar to that of the wider NHS, with 74% female, 26% male. There has been a slight increase (0.39%) in the number of females since last year.

2022



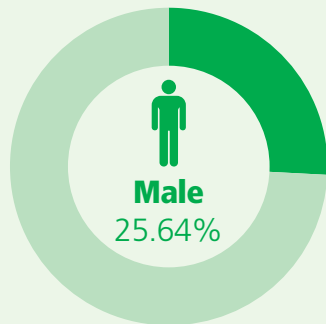
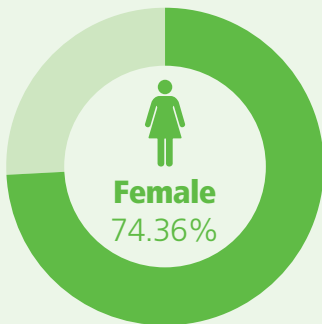
Headcount

10291



Headcount

3549



2023



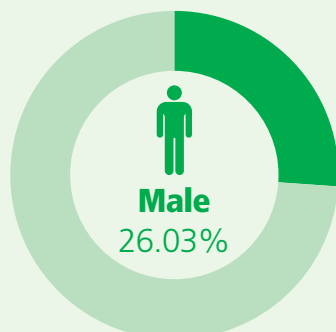
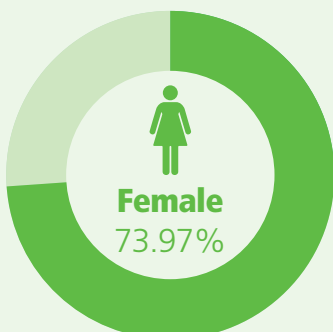
Headcount

9592



Headcount

3376

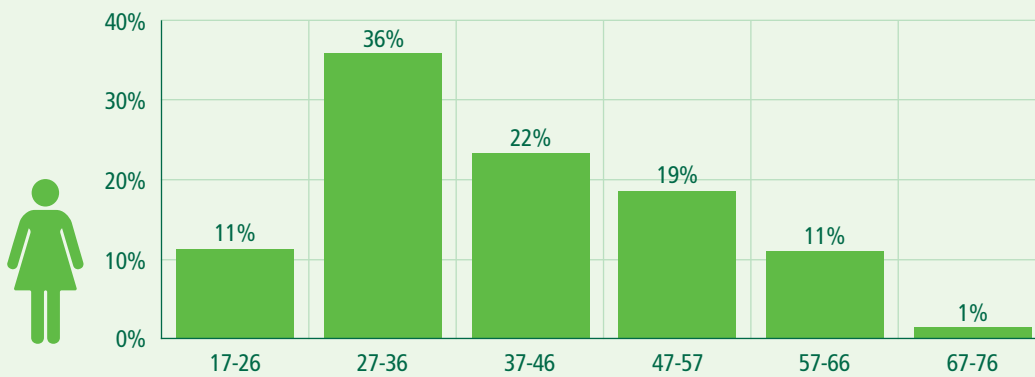


At King's we recognise that gender identity is broader than simply male and female. Although the gender pay gap regulations require us to categorise our colleagues as men and women, we know that some of our colleagues may not identify with either category. We welcome, value and celebrate colleagues of all identities and encourage everyone to be their true selves at work.

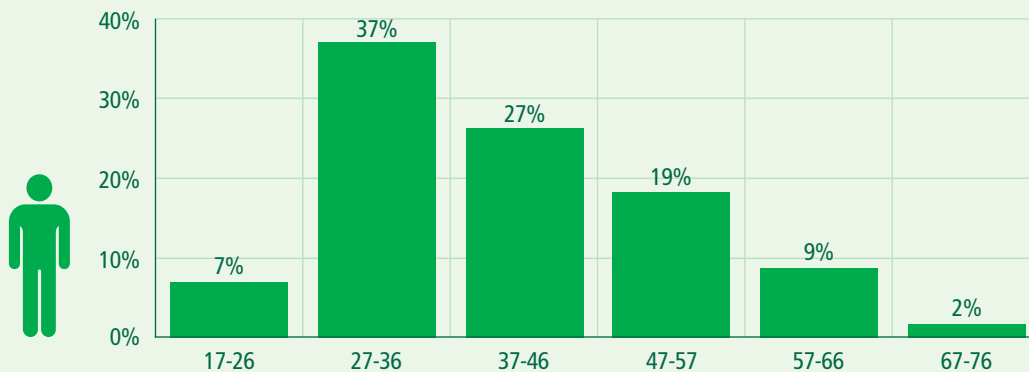
Age

There is a higher proportion of males than the 74% average in the age groups 30-39 years, 40-49 years and 70+ years.

Percentage of Staff by Age Group – female





Percentage of Staff by Age Group – male



Overall the gender pay gap increases with Age. There has been a swing for the less than 20yrs category which is due to two low outliers in the female category and a high outlier in the male category. If those outliers are removed, the gap decreases to 0.47%.

Gender Pay Gap by Age Group

2023						
Age	Headcount Female 	Average of Hourly Rate Female	Headcount Male 	Average of Hourly Rate Male	Average of Hourly Rate Difference	Gender Pay Gap
Less than 20 yrs	18	£12.40	3	£12.98	£0.58	4.48%
20-29	2085	£17.97	548	£18.17	£0.19	1.06%
30-39	3285	£21.55	1366	£23.51	£1.96	8.34%
40-49	2213	£24.55	855	£30.52	£5.97	19.47%
50-59	1934	£23.83	528	£32.26	£8.43	26.13%
60-69	708	£21.19	226	£36.89	£15.70	42.56%
70+ yrs	48	£20.92	23	£38.99	£18.08	46.36%
Total	10291	£21.86	3549	£26.62	£4.76	17.90%

For the group 30-39 years, the gap increases to 8.34%. By 70+ years of age there is a 41.88% gender pay gap. This has decreased since last year due to the aforementioned swing and outliers in the less than 20yrs and 20-29 categories.

If we disregard these two younger categories, the gender pay gap between the age categories encompassing staff between 40-69 years of age has increased by 2.87% since last year.

When the Age categories are separated by Grade Range, the rises in the gender pay gap with age are largely influenced by the comparison of females with lower hourly rates in AfC roles with a higher volume of males in Consultant roles with higher average hourly rates of pay. For example, in the 70+ years of age category there is a large number of females working in Bands 2-4 and a high number of male Consultants with high hourly rates.

The gender pay gap increases with length of service. This is a national and global trend seen across all industries. There has been a gender pay gap decrease for staff who have worked at the Trust for 5 - 9 Years and 20+ years categories, by 1.73% and 1.62%

respectively. There has been an increase in the gender pay gap for those who have worked at the Trust for 1-2 Years by 2.20%.

For staff who have worked at the Trust for less than 1 year, there is a gender pay gap of 13.94%, compared to those who have worked at the Trust for more than 20 years, where there is a gender pay gap of 31.18%. That means there is a 17.24% difference between these two groups. Positively, this has reduced 2.43% since last year.



The factors underlying the gender pay gap with relation to age and length of service include: uneven caring responsibilities, motivation, and opportunities for development and career progression. In order to decrease our pay gap we need to increase the number of females in higher paying consultant roles and recruit more males into Band 2-4 AfC roles, as well as focus our actions on career progression opportunities.

Gender Pay Gap by Age Group and Grade Range

Age Band	Grade Range	Gender Pay Gap
Less than 20 yrs	Band 2 - 4	4.48%
Less than 20 yrs Total	All	4.48%
20-29	Band 2 - 4	0.13%
	Band 5 - 6	0.48%
	Band 7 - 8A	1.12%
	Band 8B+	0.87%
	Medical Career Doctors	2.37%
	Medical Doctors in Training	2.02%
20-29 Total	All	1.06%
30-39	Band 2 - 4	-0.84%
	Band 5 - 6	-1.52%
	Band 7 - 8A	1.02%
	Band 8B+	7.30%
	Medical Career Doctors	-1.53%
	Medical Consultant	-0.96%
	Medical Doctors in Training	1.87%
	VSM	3.47%
30-39 Total	All	8.34%
40-49	Band 2 - 4	0.32%
	Band 5 - 6	-0.90%
	Band 7 - 8A	1.63%
	Band 8B+	0.51%
	Medical Career Doctors	-2.92%
	Medical Consultant	1.13%
	Medical Doctors in Training	-0.41%
	VSM	5.18%
40-49 Total	All	19.57%
50-59	Band 2 - 4	-2.60%
	Band 5 - 6	-5.51%
	Band 7 - 8A	0.89%
	Band 8B+	1.39%
	Medical Career Doctors	-5.75%
	Medical Consultant	-0.54%
	Medical Doctors in Training	10.58%
	VSM	12.54%
50-59 Total	All	26.13%
60-69	Band 2 - 4	-2.46%
	Band 5 - 6	-0.71%
	Band 7 - 8A	1.32%
	Band 8B+	6.81%
	Medical Career Doctors	7.67%
	Medical Consultant	0.85%
	Medical Doctors in Training	0.00%
	VSM	66.80%
60-69 Total	All	42.56%
70+ yrs	Band 2 - 4	-6.25%
	Band 5 - 6	8.21%
	Band 7 - 8A	-14.01%
	Medical Career Doctors	-7.98%
	Medical Consultant	-2.37%
	VSM	74.61%
70+ yrs Total	All	46.36%
Total	All	17.90%

Pay Quartiles

Quartile Analysis 2023

Quartile	2023					
	Headcount Female 	Average of Hourly Rate Female	Headcount Male 	Average of Hourly Rate Male	Average of Hourly Rate Difference	Gender Pay Gap
1	2679	£13.88	781	£13.73	-£0.15	-1.07%
2	2793	£17.93	667	£17.92	-£0.00	-0.03%
3	2643	£23.24	817	£23.37	£0.13	0.54%
4	2176	£35.04	1284	£41.05	£6.01	14.64%
Total	10291	£21.86	3549	£26.62	£4.76	17.90%

Quartiles are calculated by ranking the hourly pay rates for each employee from lowest to highest, before splitting the ranking into four equal-sized groups and calculating the percentage of Males and Females in each group. The upper quartile (4th) includes the highest earners, and the lower quartile (1st) the lowest earners. More than a third of the whole Male population at King's are in the upper quartile (36%).

We have maintained our position since last year with a slight improvement on the median.

The ratio of females to males has changed, with a slight increase in females, up 0.4% to 74.4%, and decrease for males to 25.6%. This change has resulted in a small decrease in median; an increase in the number of males in lower earning roles and increase in the number of females in higher earning roles.

Quartile 1: Females earn on average more than males. Gap has increased slightly to -1.07% (1p) from previous year.

Quartile 2: Females earn on average more than males. Gap has closed/improved to -0.03% (-0.005p) from previous year.

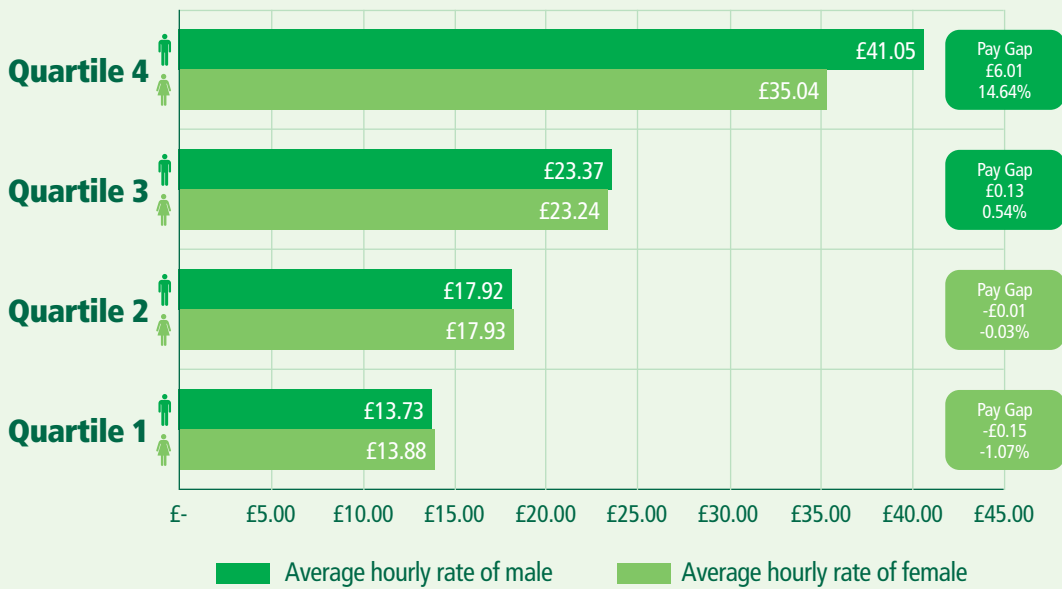
Quartile 3: Males earn on average more than females (change from last year). Gap is 0.54% (13p).

Quartile 4: Males earn on average more than Females. Gap has increased by 0.99% to 14.64% (by 66p to £6.01) from last year.

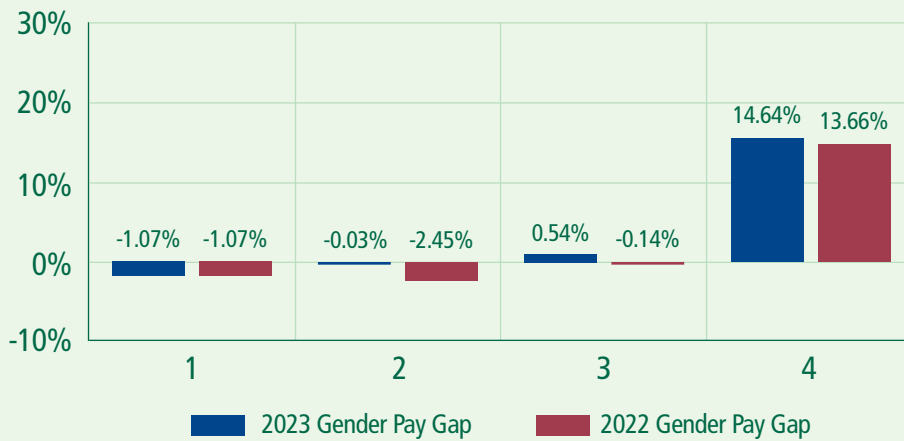
Note: Q4 is comprised of Medical Consultants, and some career doctors, VSMs and higher earning AfC staff (Bands 7, 8 & 9).

All Quartiles: Males earn on average more than females. Gap has widened marginally (0.003%).

Average Hourly Rate Gender Pay Gap by Quartile





Ordinary Pay Average Hourly Rate Gender Gap by Quartile



Quartile Analysis 2023

	2023					
	Headcount Female 	Average of Hourly Rate Female	Headcount Male 	Average of Hourly Rate Male	Average of Hourly Rate Difference	Gender Pay Gap
Add Prof Scientific and Technic	171	£31.19	53	£31.47	£0.28	0.89%
Additional Clinical Services	7	£28.24	0	£0.00	-£28.24	-100.00%
Administrative and Clerical	303	£33.86	224	£36.67	£2.81	7.66%
Allied Health Professionals	218	£29.11	57	£29.19	£0.07	0.26%
Estates and Ancillary	-	£26.18	7	£30.85	£4.67	15.15%
Healthcare Scientists	52	£30.80	42	£32.10	£1.29	4.03%
Medical and Dental	697	£44.41	777	£46.18	£1.77	3.83%
Nursing and Midwifery Registered	727	£29.60	124	£29.96	£0.36	1.21%
Total	2176	£35.04	1284	£41.05	£6.01	14.64%

Quartile Analysis 2022

	2022					
	Headcount Female 	Average of Ord Pay Female	Headcount Male 	Average of Ord Pay Male	Ord Pay Difference	Gender Pay Gap
Add Prof Scientific and Technic	175	£30.03	46	£30.58	£0.55	1.80%
Additional Clinical Services	9	£27.01	2	£28.41	£1.41	4.95%
Administrative and Clerical	259	£33.73	210	£34.92	£1.19	3.41%
Allied Health Professionals	210	£28.42	55	£28.26	-£0.16	-0.58%
Estates and Ancillary	0	£0.00	8	£28.72	£28.72	100.00%
Healthcare Scientists	50	£29.72	49	£30.89	£1.17	3.80%
Medical and Dental	611	£43.06	746	£44.08	£1.02	2.32%
Nursing and Midwifery Registered	692	£28.65	120	£28.52	-£0.13	-0.47%
Total	2006	£33.81	1236	£39.16	£5.35	13.66%

Quartile 4 analysis

As seen in the graphs on opposite page, in each of the job roles represented in Quartile 4 the pay gap differs. It is within this quartile that much of the overall gender pay gap is caused, so a deeper analysis is required.

The Additional Professional Scientific and Technical group gap has improved by 0.91% since 2022.

Additional Clinical Services has a large gap because there are no males in this quartile.

The Administrative & Clerical gap is 7.66% in favour of men for this quartile, indicating that the 17.9% overall Pay Gap is spread out across the other quartiles. However, for this role group, the gap has increased since last year by 4.24% as a result of male VSM new starters.

Estates and Ancillary now have one female employee in quartile 4 which has reduced the gap by 84.85%.

The gap for Healthcare Scientists has increased since 2022 due to a small group of males having a higher average hourly rate at the Band 8b and above grades, and more female staff who have 1 Year or less at the Band 7-B8a grades.

The Allied Health Professionals & Nursing & Midwifery have had gap changes in favour of men. This is due to female employees leaving, and male employees joining as new starters.

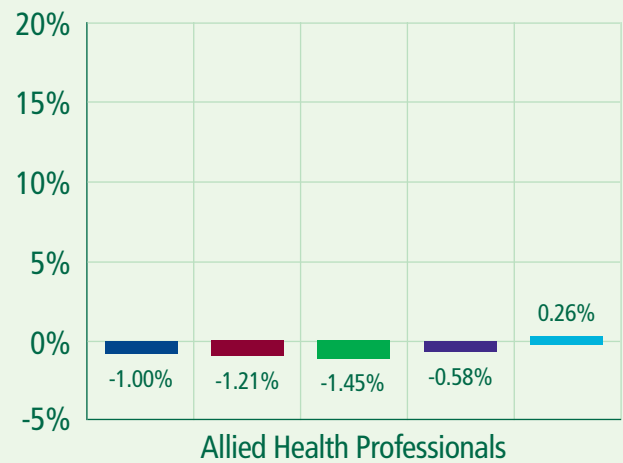
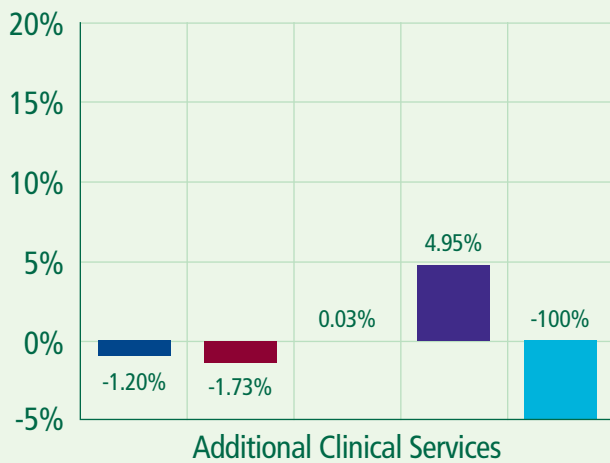
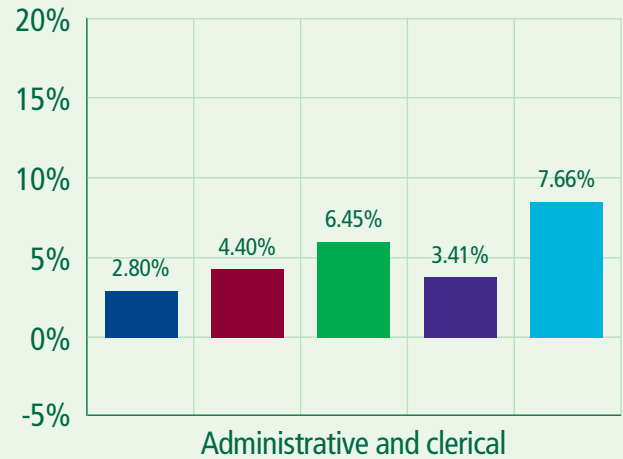
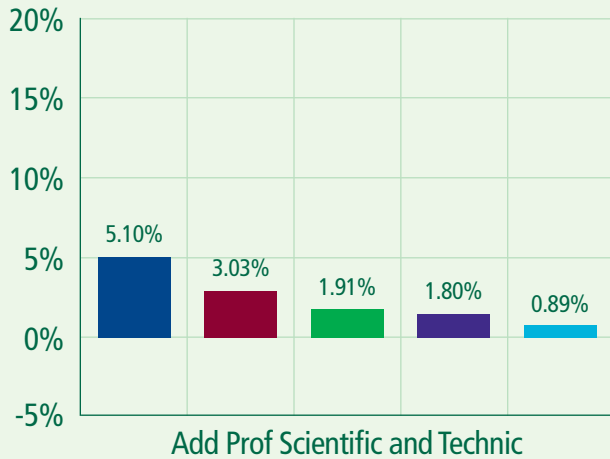
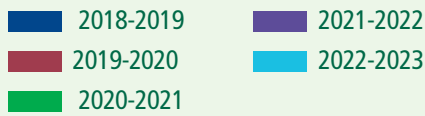
The Medical & Dental gender pay gap has increased by 1.52% since last year. There are multiple influences on this gap, with the largest influence being the Consultant group, with 100 more males than females earning more than £100,000. There are also 70 more male consultants with 10+ years of service on higher average hourly rates. There are more males who have retired and returned and who are earning higher average hourly rates. When adjusted for retire and returns, the difference between male and female starting salaries is negligible.

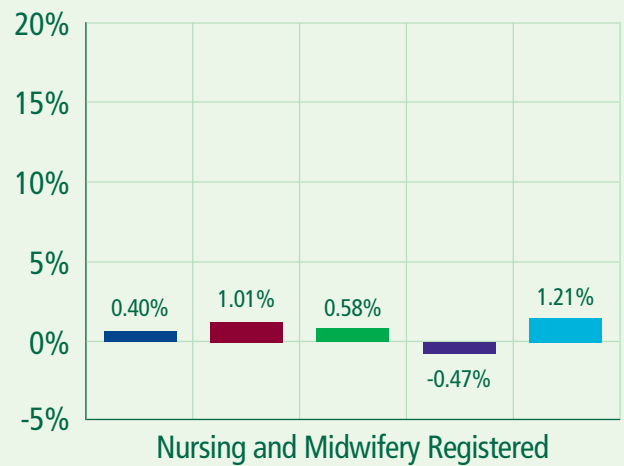
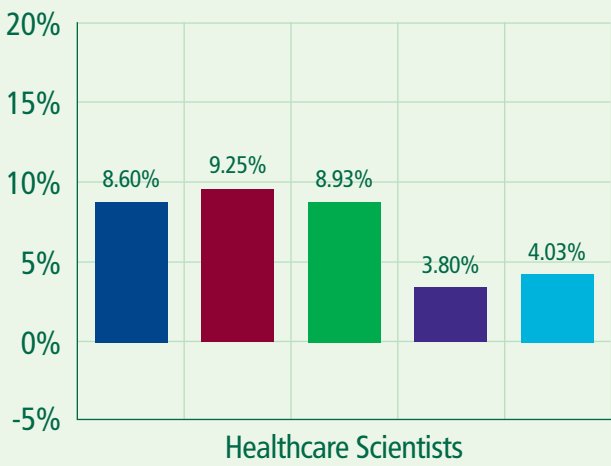
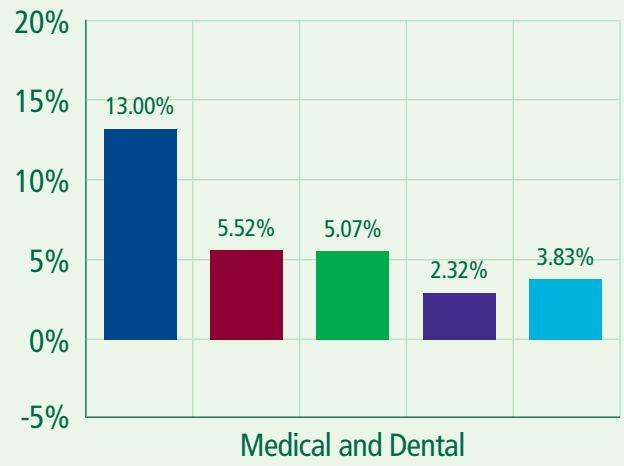
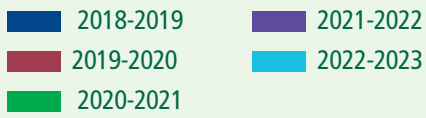
There are 5% more females on lower Consultant rates of pay who are working part time and receiving a lower hourly rate than males working part time.

The average hourly rate gender pay gap for Consultants who work full time (1.0fte) is 1.72% or 87p.

For Consultants who work part time the gender pay gap rises to 4.02% or £2.17. For Consultants with less than 1 years' service, double the number of females are working part time.

Gender Pay Gap % by Staff Group Quartile 4 ONLY for last 5 years





Gender Pay Gap snapshot by band and by staff group

Both staff group and band charts reflect the historical, and still prevalent, gender roles of the hospital workforce.

The dual challenge here is around increasing the proportion of female representation in the higher AfC bands, including female consultants, whilst also increasing male representation at the lower bands.

For Bands 2-4 and 5-6, females have (on average) a higher average hourly rate than males. There are more females at the higher spine points for these grades.

For Bands 7+ the reverse is true and males have a higher average hourly rate than females. One of the causes of this is a higher number of males at the higher spine points for these grades.

For Very Senior Managers (VSMs) the gap has reduced by 7.17% to -0.51%. This is a result of the recruitment of several male VSMs.

For Medical Career Doctors there is no gender pay gap and there is an almost equal number of males and females. This is a gap improvement from last year of 1.13%.

The Consultant gender pay gap has increased since last year by 0.10% to 4.78%. Please see the Quartile 4 analysis for further information.

At King's, the staff group that includes Junior Doctors is 55% female and 45% male, which suggests that in future our Consultant demographic may be more gender-balanced as those staff progress through their careers.

For Medical Doctors in Training the gender pay gap has increased to 4.78%. This is despite there being fewer males and an increase of females since last year. Underlying this gap is the fact that there are more males at ST7 level earning on average more than females.

To address the gap it is recommended that we work, as outlined in the Action Plan, to gain a greater understanding of why females in lower banded roles do not progress into higher grades.

Gender Pay Gap by band

	2023						
	Headcount Female 	"Average of Hourly Rate Female"	Headcount Male 	"Average of Hourly Rate Male"	Average Hourly Rate Difference	Gender Pay Gap	Difference to Trust Average 17.90%
Band 2 - 4	2792	£14.02	793	£13.87	-£0.14	-1.02%	-1.02%
Band 5 - 6	4036	£19.71	837	£19.31	-£0.40	-2.07%	-2.07%
Band 7 - 8A	1838	£27.08	474	£27.37	£0.29	1.08%	1.08%
Band 8B+	318	£37.77	168	£38.86	£1.09	2.80%	2.80%
Medical Career Doctors	389	£27.12	390	£27.12	£0.00	-0.01%	-0.01%
Medical Consultant	462	£50.49	569	£51.21	£0.72	1.41%	1.41%
Medical Doctors in Training	445	£22.31	300	£23.43	£1.12	4.78%	4.78%
VSM	11	£59.17	18	£58.87	-£0.30	-0.51%	-0.51%
Total	10291	£21.86	3549	£26.62	£4.76	17.90%	17.90%

Benchmarking against similar Trusts

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
Imperial College Healthcare NHS Trust	5000 to 19,999	9.3	1.6	67.9	73.5	76.1	63.8
Guy's & St Thomas' NHS Foundation Trust	20,000 or more	13.3	6.9	71.2	76.1	77.4	61.7
Royal Free London NHS Foundation	5000 to 19,999	13.9	12.4	72.1	77.5	75.4	60.9
University College Hospital NHS Trust	5000 to 19,999	14	6.4	70.3	76.4	75.5	58.4
St George's University Hospitals NHS Foundation Trust	5000 to 19,999	14.6	9.5	70.1	77.5	77.5	59.6
Chelsea and Westminster Hospital NHS Foundation Trust	5000 to 19,999	15.5	12.5	61.5	79.4	78.4	74.4
North East London NHS Foundation Trust	5000 to 19,999	15.5	11	86.2	82.8	81.6	72.1
King's College Hospital	5000 to 19,999	17.9	7.7	78	81	75	62
Barts Health NHS Trust	5000 to 19,999	19.2	11.7	71.9	77.8	78	55.6
Lewisham And Greenwich NHS Trust	5000 to 19,999	21.7	16.2	82.7	82.5	81.7	65.8
Barking, Havering & Redbridge University Hospitals NHS Trust	5000 to 19,999	24.9	19.5	79.3	82.1	79.1	57.8

These figures are from 2022/23. The data is not yet available for all large acute trusts in London for benchmarking purposes, as the 2023 position is not due to be published until March 2024, so comparisons should be used with caution.

Regarding overall mean pay gap, King's sits below the middle at 9th out of 11 other large London acute trusts. Along with Barts Health, the majority of Trusts in the comparison table above saw an improvement in the mean and medium pay gap in the previous reporting year.

Source: <https://gender-pay-gap.service.gov.uk/>

Kings' Bonus Pay Gap

Average Bonus Gender Pay Gap:

There are three types of bonus payments: the NCEA and LCEA1 "Old National Awards"; the LCEA2 "Shared Pot"; and the NCIA "New National Awards".

For 2023 the NCEA+LCEA1 bonus average gender pay gap is 42.92%. The pay difference was £6,588.41. This is an increase of 2.73% from last year. In the last 2 years the NCEA+LCEA1 bonus pay gap has increased by 7.75%. The median NCEA+LCEA1 bonus gender pay gap is 35.80% with a pay difference of £3,363.02. The female median is unchanged from the previous two years. The male median is unchanged from 2022. This is expected because many of the awards are for 5 years. There is an expectation that this will change in 2024, as awards are due for renewal.

For the 2023 LCEA2 "Shared Pot" awards, there was no average or median gender pay gap because all recipients received the same amount. The bonus award was increased by £781.45 from last year. There were 324 awards to females and 385 to males. The percentage composition of Consultants is female 45% and 55% males so this is proportionate to the number of Consultant males and females.

The NCIA bonus gender pay gap was -1.59%, meaning that females were awarded on average more than males. There were 7 awards awarded to females and 4 to males, with females receiving 2 out of 3 of the high level awards (for £30k). The percentage composition of Consultants is female 45% and 55% males, so this is disproportionate in favour of females. This was the first year of this type of award.

Average Bonus Gender Pay Gap

For 2023 the bonus average gender pay gap is 31.47%. The pay difference was £3,128.89. This is a decrease of 2.33% or £78.72 from last year.

In the last 2 years the combined bonus pay gap has decreased by 8.72%. On average, both males and females received larger bonus payment amounts than the previous year. Males received £916.63 more and females received £837.91 more than last year.

Median Bonus Gender Pay Gap

There is no median bonus pay gap because greater than half of each gender sample was awarded the same amount of money (LCEA2 bonus type). The median bonus pay amount increased by £781.45 since last year for both genders. This was the increase in the LCEA2 from 2022.



Appendix: Intersectionality

To dive deeper into our gender pay gap, we have analysed our data by comparing male and female pay for a few different protected demographics.

NHS England, as part of the EDI Improvement Plan, have recommended each organisation analyse data to understand pay gaps by protected characteristic and put in place an improvement plan. Reflecting the maturity of current data sets, plans will be in place for race by 2024, disability by 2025 and other protected characteristics by 2026. Standalone reports for Kings' ethnicity and disability pay gaps will be published in accordance with these timeframes.

Sexual Orientation

We have data comparing bisexual males with bisexual females, homosexual males with homosexual females (Gay/Lesbian), and heterosexual males with heterosexual females.

There is a gender pay gap for staff who identify as Bisexual of -3.85%, meaning females who identify as bisexual earned more than males who identify as bisexual. This has decreased by 4.46% since last year.

This is because there were more female employees who identify as Bisexual, and they were in roles where there was a female favoured pay gap.

For staff who identify as Gay or Lesbian the gender pay gap was 18.61% in favour of men, which is 0.72% higher than the Trust gender pay gap. This increase is a result of more males who identify as Gay or Lesbian in higher graded roles / senior roles. This has increased by 0.07% since last year.

For staff who identify as Heterosexual the gender pay gap was 17.43%, which is 0.47% less than the Trust gender pay gap. This has decreased by 0.33% since last year.

Gender Pay Gap in relation to Sexual Orientation

Sexual Orientation	Headcount Female	Average of Hourly Rate Female	Headcount Male	Average of Hourly Rate Male	Average of Hourly Rate Difference	Gender Pay Gap
Bisexual	141	£19.89	66	£19.15	-£0.74	-3.85%
Gay or Lesbian	189	£20.78	238	£25.53	£4.75	18.61%
Heterosexual or Straight	7778	£22.04	2526	£26.69	£4.65	17.43%

Ethnicity

There is an average gender pay gap within the various Ethnicity groups in the Trust, all favourable to males.

Average Hourly Rate:

The group with the largest gender pay gap is Other White Background, where males had an average hourly rate of £31.64 and females £25.54, a pay difference of £6.09 or 19.27%. This gap has decreased since last year by 1.86%.

The group with the smallest gender pay gap is Black or Black British, where males had an average hourly rate of £19.98 and females £18.87, a pay difference of £1.11 or 5.56%. This gap has increased since last year by 0.74%.

The medians follow a similar trend to the average, with Black or Black British having the smallest gap and Other White Background having the largest gap.

These gender pay gaps are driven by the differences in the roles undertaken by the staff.

Gender Pay Gap in relation to Ethnicity

Ethnicity Group	Headcount Female	% of all Employees Female	Average Hourly Rate Female	Headcount Male	% of all Employees Male	Average Hourly Rate Male	Average Hourly Rate Difference	Gender Pay Gap	Difference to Trust Average 17.90%
Any Other Ethnic Background	442	3.19%	£22.21	227	1.64%	£26.41	£4.19	15.88%	-2.02%
Asian or Asian British	2286	16.52%	£22.45	1175	8.49%	£26.59	£4.14	15.58%	-2.32%
Black or Black British	2373	17.15%	£18.87	519	3.75%	£19.98	£1.11	5.56%	-12.34%
Other White Background	771	5.57%	£25.54	312	2.25%	£31.64	£6.09	19.27%	1.37%
White British	3366	24.32%	£23.52	955	6.90%	£29.89	£6.37	21.31%	3.41%
Not Stated	1053	7.61%	£19.13	361	2.61%	£23.41	£4.29	18.30%	0.40%
Total	10291	74.36%	£21.86	3549	25.64%	£26.62	£4.76	17.90%	0.00%

Disability

The gender pay gap for staff who identify as Disabled was 5.65%. This is 12.24% less than the Trust gender pay gap. This decreased gap is because the majority of employees who identify as having a disability were in AfC Bands 1-7, which had a smaller gap, and a female favoured gap. The gap exists because there are also some male outliers.

The pay gap for staff who identify as Not Disabled was 17.03%, which is similar to the Trust gap (decrease of 0.87%).

For disability type, there were no significant difference between males and females for like for like grades.

Gender Pay Gap in relation to Disability

Disabled	Headcount Female	Average of Hourly Rate Female	Headcount Male	Average of Hourly Rate Male	Average of Hourly Rate Difference	Gender Pay Gap
Yes	293	£20.78	98	£22.02	£1.25	5.65%
No	8318	£22.17	2872	£26.72	£4.55	17.03%
Not Declared	916	£22.19	335	£30.82	£8.64	28.02%
Unspecified	763	£18.42	244	£21.47	£3.05	14.20%
Total	10291	£21.86	3549	£26.62	£4.76	17.90%

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