

Cheswold Park Hospital

Gender Pay Gap Report 2018

Contents

1. Introduction	3
2. Gender Pay Gap	4
3. Workforce Profile.....	6
4. Recommendations and conclusion.....	10

1. Introduction

In line with the Equality Act 2010 (Gender Pay Gap) regulation 2017 we are required by law to report the Hospitals Gender Pay Gap as at 5 April 2017 (snapshot date).

Cheswold Park Hospital is an Independent Forensic hospital for men with mental illness, personality disorder, autistic spectrum disorder and/or learning disability who require specialist psychiatric care in a low or medium secure environment.

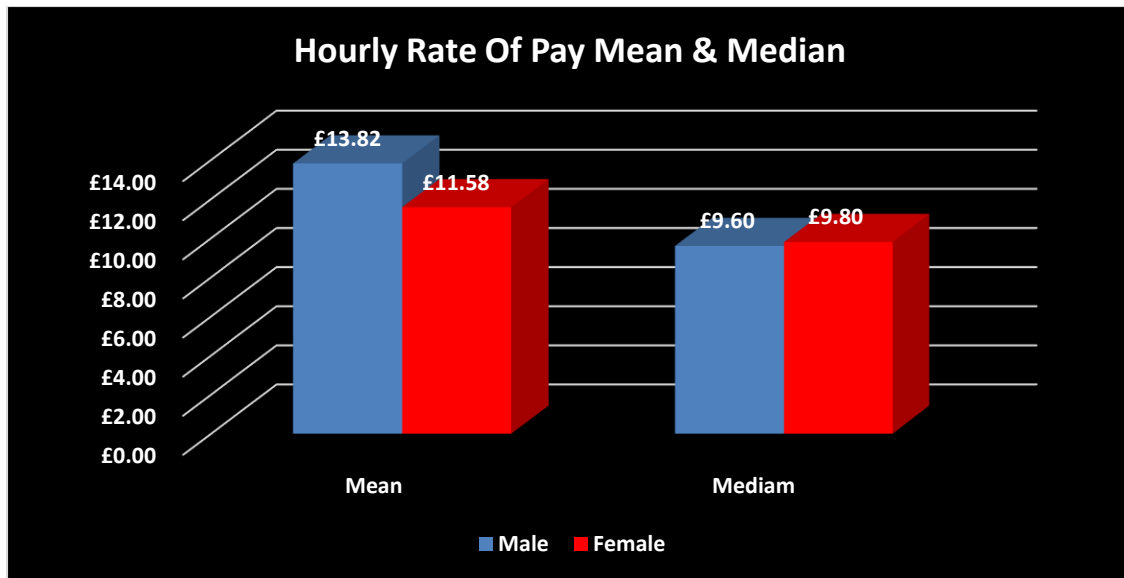
The Hospital has 110 beds, consisting of two 16 bed wards, six 12 bed wards, one 5 bed ward and 1 Independent Living Flat. The Hospital employs approximately 390 staff, the majority are women.

The Hospital is going through a period of change and re-establishing the company's vision and values. Focusing on a cultural understanding of positive behavior support in order to get this approach embedded within the organisation, building positive and trusting relationships with everyone inside and outside of the organisation.

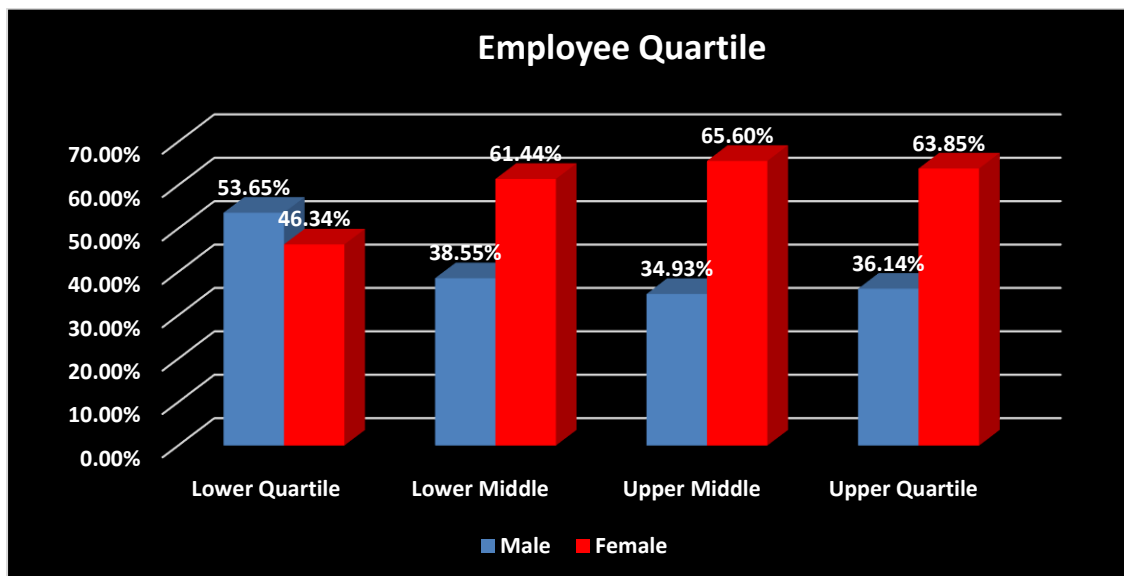
2. Gender Pay Gap

Gender Pay Gap, mean and median differences in hourly rate of pay.

Median pay	2%
Mean pay	19.34%



The data illustrates the lower middle, upper middle and upper quartile are dominated by women and only in the lower quartile does it show a 7.31% dominance of men.



The Hospital has a higher number of women in the upper quartiles (58.38%) working within operational Management.

Difference in bonus pay

Medium bonus	100%
Mean Bonus	82%

Percentage of employees who received bonus pay

Males who received bonus pay	12.04%
Females who received bonus pay	87.06%

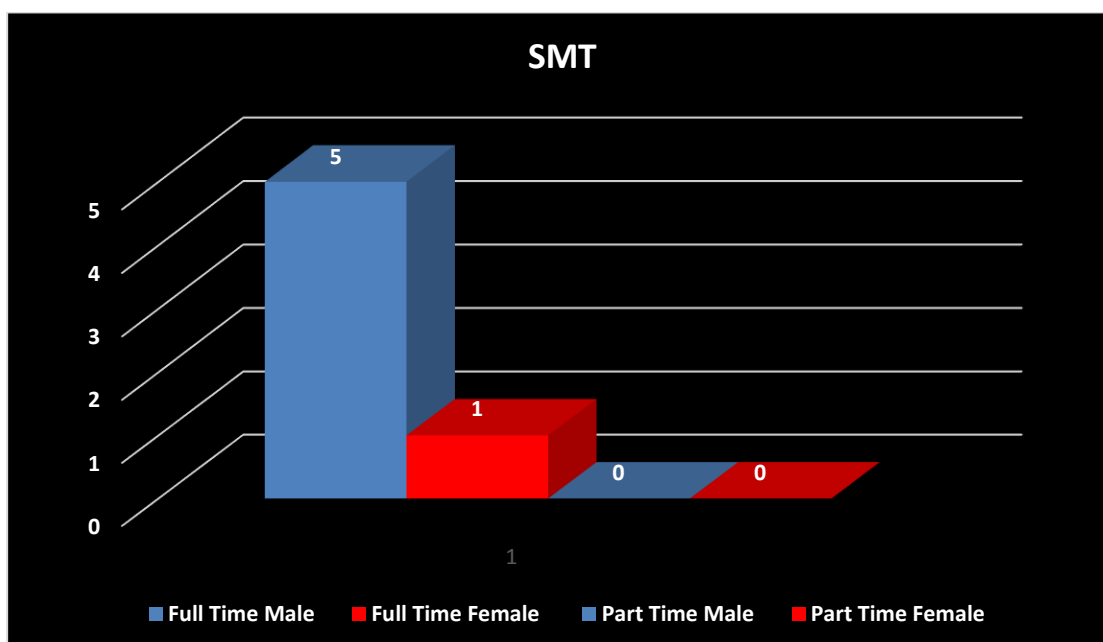
3. Workforce Profile

As of 5 April 2017, the Hospital employed 394 staff, predominantly female staff throughout the hospital.

In 2016/17 the hospital implemented a 3 banding pay structure for all department, all bandings being above the national minimum wage. Ensuring men and women are paid the same for doing the same job. The Hospital is committed to equal opportunities for all staff across the hospital.

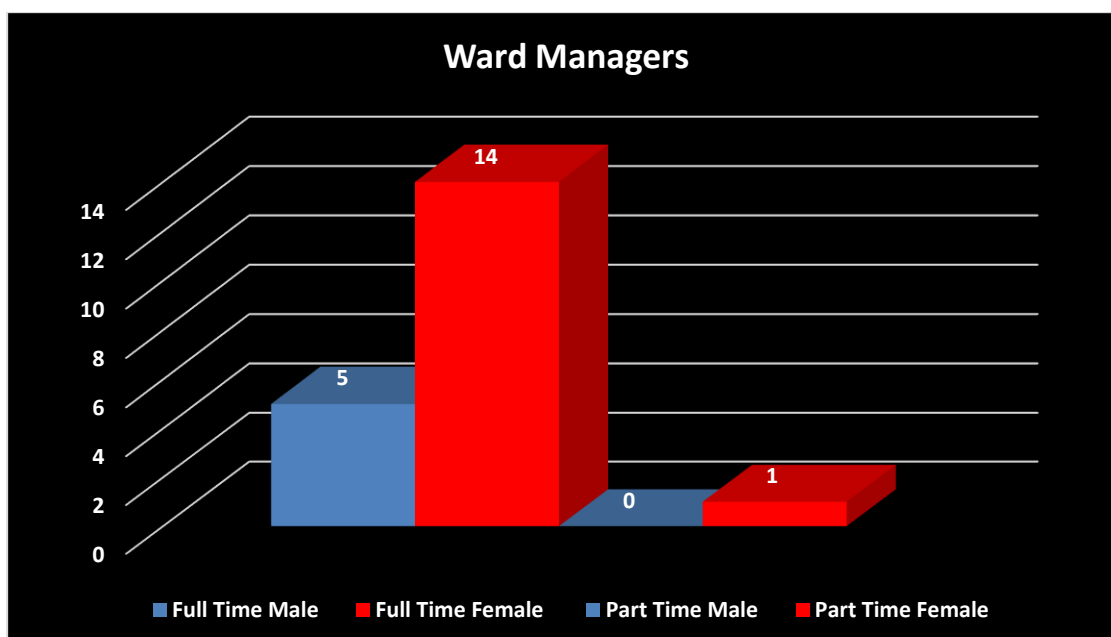
Gender Split by Occupation

Senior Management Team (SMT)



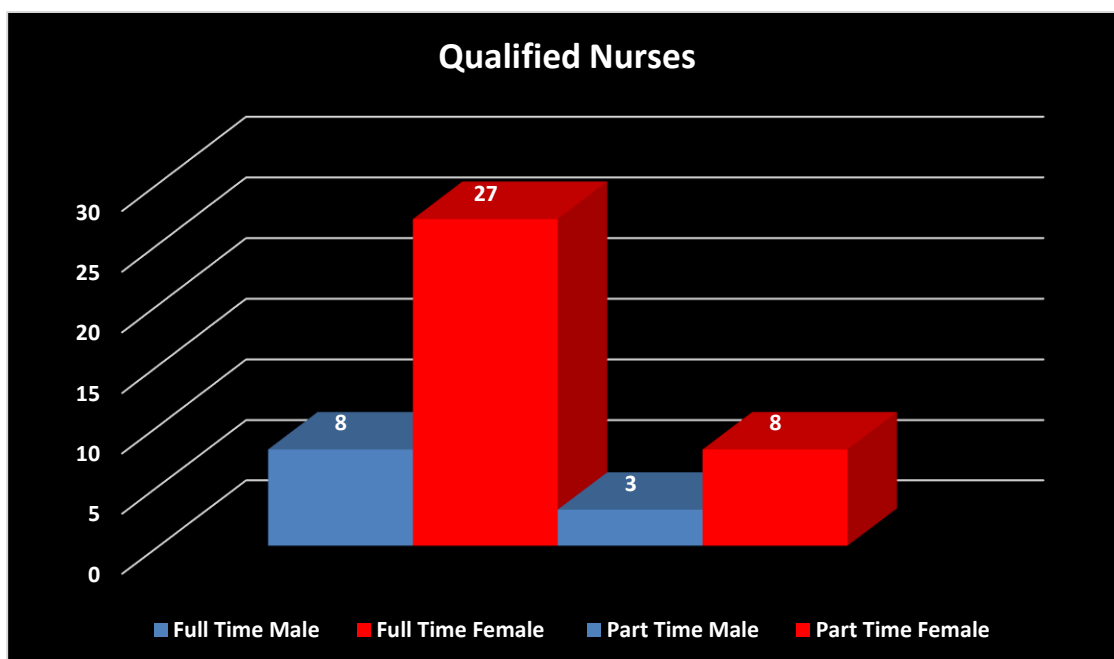
Illustrated above is gender split by within the SMT, this is the only department with a much smaller female representation.

Ward Managers



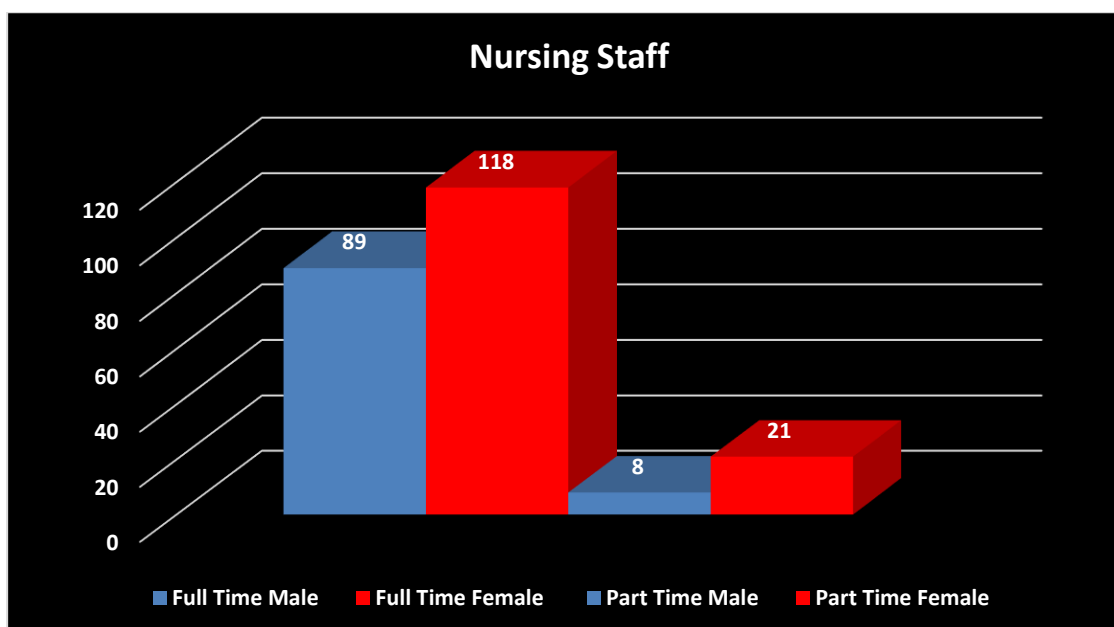
Illustrated above is gender split by Ward Managers, Deputy Managers and Clinical Lead, 5 Male staff / 15 Female.

Qualified Nurses



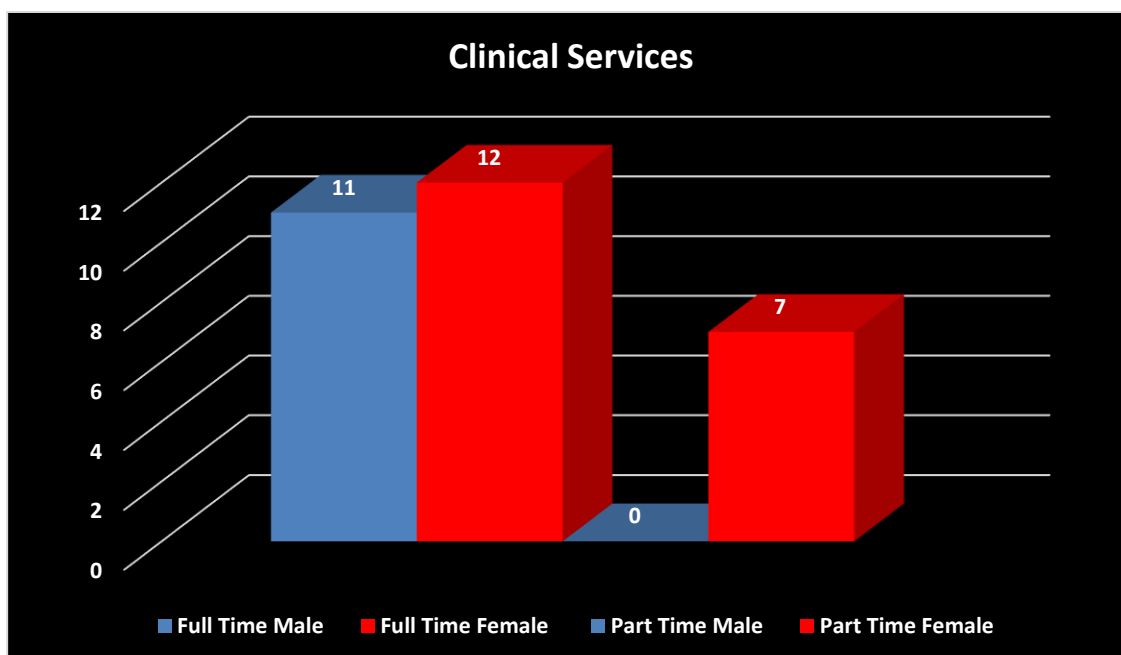
Illustrated above is gender split by Qualified Nurses – Staff Nurses and Senior Staff Nurses, 11 Male / 35 Female.

Nursing Staff



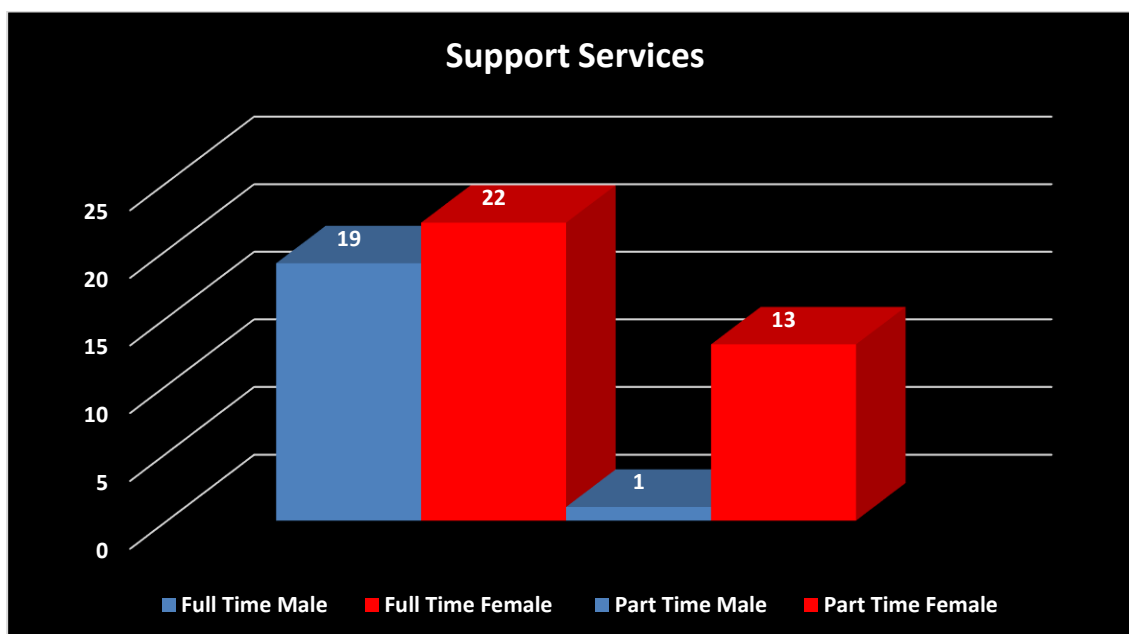
Illustrated above is gender split by Nursing Staff - Support Workers, Senior Support Workers and Assistant Practitioners, 97 Male / 139 Female.

Clinical Services



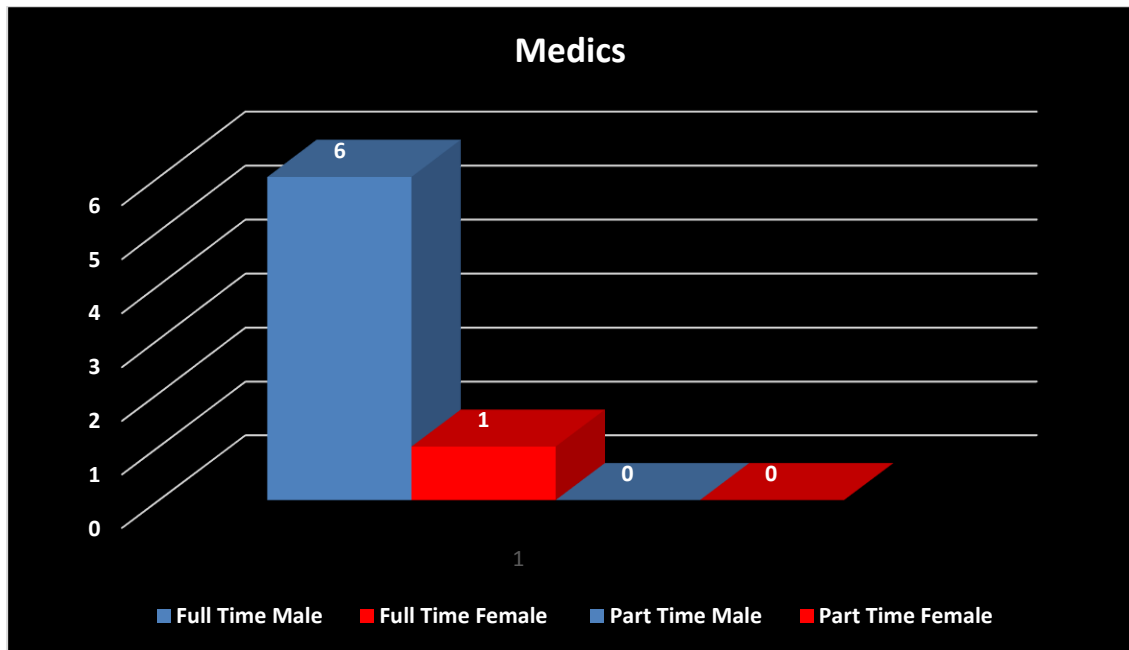
Illustrated above is gender split by Clinical Services Staff – Occupational Therapy, Psychology, Social Workers and Dietician 11 Male / 19 Female.

Support Services



Illustrated above is gender split by Support Service Staff – Human Resources, Learning and Development, Finance, Quality & Compliance, Administration & Secretarial, Reception, Housekeeping, Maintenance, and Catering, 20 Male / 35 Female.

Medics



Illustrated above is gender split by Medics - Consultants, Associate Specialist and Speciality Doctor, 6 Male / 1 Female. This is one of the two departments where males are more dominant.

4. Recommendations and conclusion

In 2016/17 the hospital implemented a 3 banding pay structure for all department, all bandings being above the national minimum wage. Ensuring men and women are paid the same for doing the same job. The Hospital is committed to equal opportunities for all staff across the hospital.

In line with the re-established company vision and values, the Hospital is committed to ensuring effective communication structures, trust and a diverse environment where staff are valued and fulfilled.