

Gender Pay Reporting Statement: April 2019

Queen Elizabeth's Foundation employs over 250 people and is required by law to provide a Gender Pay Report based on hourly earnings for all full and part time workers as at 5 April every year.

The Gender Pay Gap

The gender pay gap is the percentage difference between the hourly earnings for men and women. The figure is expressed as a proportion of men's earnings. A positive figure indicates men's earnings are higher than women's earnings.

Gender pay gap (mean earnings)	6.39%
Gender pay gap (median earnings)	-1.01%

The QEF mean gender pay gap has increased slightly from 5.24% in April 2018.

In 2019, the gender pay gap in the UK for both full and part-time employees is 17.3%

The Gender Bonus Gap

There were no bonuses paid, therefore there is no gender bonus gap to report.

The proportion of males and females in each quartile pay band

In line with the Health and Social Care workforce the majority of workers (74%) are female with good representation across each quartile.

Remuneration quartile	% male employees	% female employees
Quarter 1 (lower)	29%	71%
Quarter 2 (lower mid)	23%	77%
Quarter 3 (upper mid)	28%	72%
Quartile 4 (upper)	24%	76%

Supporting Statement

QEF supports gender equality in providing both opportunity and reward within similar areas of work for men and women. We pay people regardless of gender or any other protected characteristic. Compared to the national average we achieve a good balance between the earnings of men and women.

The slight increase in the gender pay gap is within Quartile 4 due to a small increase in higher paid roles occupied by men at this level than in the previous year.

The mean gender pay gap in Quartiles 1 to 3 is negative by slightly more than 1% as reflected in the gender pay gap for median earnings.

We benchmark salaries with the external market and are aware this may introduce gender bias in roles that are traditionally male or female. We will continue to monitor our gender pay gap to ensure the gap is reduced and our workforce is balanced and rewarded fairly.

Karen Deacon
Chief Executive