

Gender Pay Reporting Statement: April 2021

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) -5%

Gender pay gap (median earnings) -7.5%

The QEF mean gender pay gap has reduced from 5.08% in April 2020.

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 (72%) are female with good representation across each quartile.

Remuneration quartile	% male employees	% female employees
Quarter 1 (lower)	24%	76%
Quarter 2 (lower mid)	23%	77%
Quarter 3 (upper mid)	28%	72%
Quartile 4 (upper)	37%	63%

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.

This year for the first time both mean and median gender pay gap data is in favour of women. This reflects an increase in the number of men paid within the lower quartile, relative to the other quartiles, than in previous years. Resulting in a reduction in their mean and median pay in comparison with women.

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.

Karen Deacon
Chief Executive