



1 April 2019

## **GENDER PAY GAP REPORT 2019**

The Royal Hospital for Neuro-disability (RHN) takes its statutory reporting responsibilities seriously and is fully compliant with the reporting requirements.

Our review of the Gender Pay Gap sits within our broader Equality, Diversity and Inclusion Strategy, which the organisation is committed to and is a pivotal strategy within our organisation.

### **Overview**

Our analysis is based on the RHN's relevant employees in post at 31 March 2019. Our gender balance on this date was:

- 424 women
- 180 men

### **Ordinary Pay**

The RHN follows an equitable approach to pay, with employees on spot salaries linked to defined pay scales for the role, or graded pay bands.

### **Bonus Pay**

The RHN does not pay bonuses to any employees.

### **Gender Pay Gap Report**

The RHN have reported a pay gap of 12.3% in favour of women, which makes us one of 14% with a pay gap that favours women. We will continue to monitor the situation.

Paul Allen  
**Chief Executive**