



Inclusion Pay Report 2021

including our Gender Pay Report

The London Clinic Pay Report

Our Gender Pay Report for 2022 sets out the pay gap between men and women at The London Clinic.

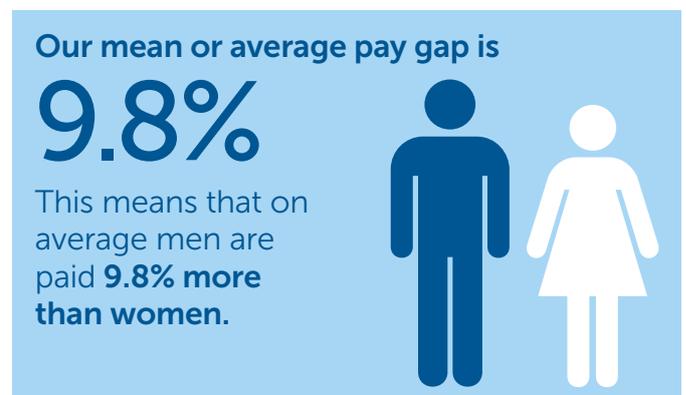
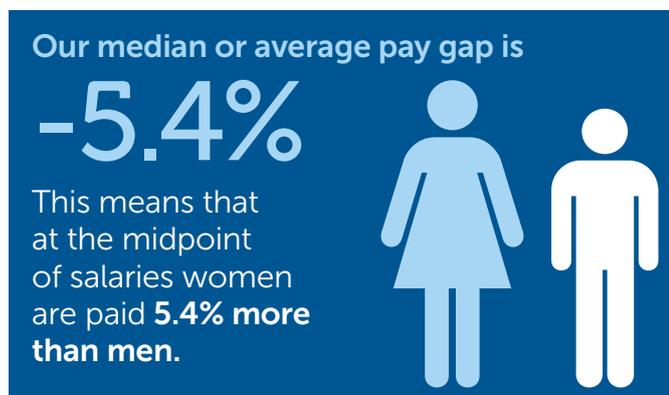
This, our fourth report additionally includes our race pay gap; our median pay gap for disability and our overall satisfaction scores for each of these protected characteristics from our 2021 Employee Survey.

We publish more information than we are required to because we believe that by being open about this information to our colleagues, customers and the wider public we can be held accountable on our Diversity and Inclusion ambitions.

Gender Pay Gap

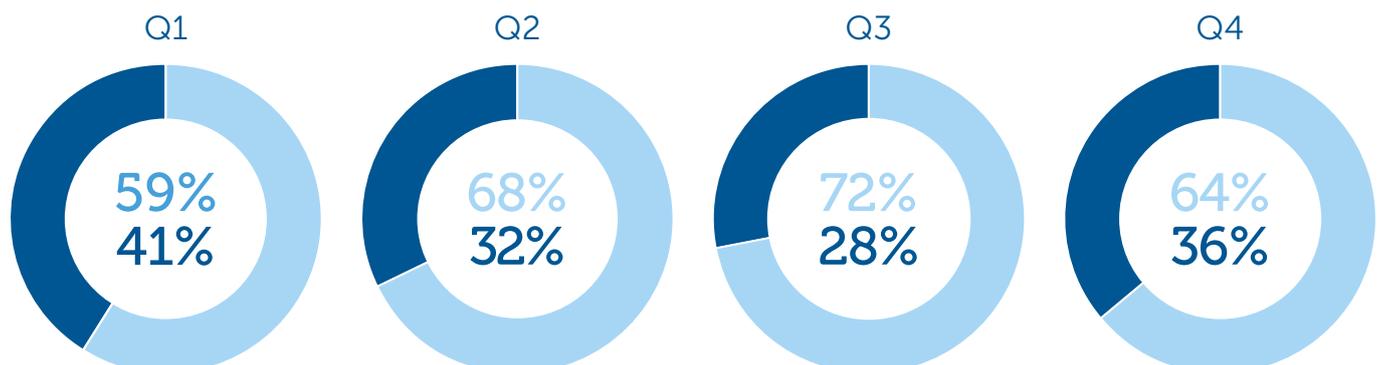
The mean pay gap has increased by 1.6% between 2021 and 2022 but remains approximately at the same level since we began measuring it. The pay gap is as a result of there being more men than women in our

very highest (top 10%) paid employees. The median negative pay gap is as a result of having a predominantly female workforce with a larger number of women earning salaries at the median point.



Pay Quartiles

These graphs set out the proportion of men and women who are paid in each pay quartile.



Bonus Pay Gap

We are required to also publish our bonus pay gap. This is the difference in any bonus paid between men and women in the twelve months before 5 April 2021.

The London Clinic does not regularly use bonus pay as part of its remuneration. However, there are some elements of our pay that are considered to be bonuses for the purpose of the calculation.

These include the Christmas Bonus (£50) which is paid to all employees each year; the attendance bonus (£100) which is paid to those earning less than £25,000 and have not had any sickness absence days; our long service awards; retirement awards and values awards.

Our mean or average pay gap is

6.8%

This means that on average **men received a higher bonus** payment than women.

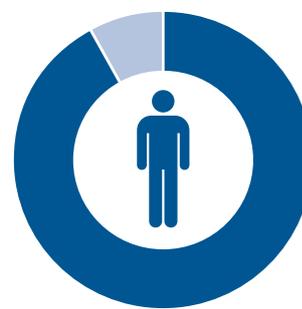
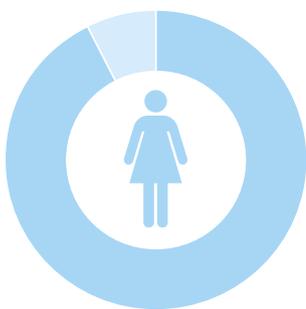


BONUS PAY GAP	2020	2021
Median Bonus Gap	0.05%	-0.05%
Mean Bonus Gap	6.9%	6.8%

% receiving a bonus

All employees receive the Christmas bonus and therefore are included in the figures above. However, we also need to include all our relevant bank workers in the calculation who do not receive the Christmas bonus.

There are a higher proportion of female bank workers resulting in the difference in the proportion of people who received the bonus.



Ethnicity Pay Gap

We have ethnicity data on only 78% of our employees which means that this figure in reality may be higher or lower than this.

There are large differences between the pay of different ethnicities at the Clinic but on average the lowest paid ethnic groups are Black Caribbean, Black African and Black 'other'.

PAY GAP	2020	2021
Median Bonus Gap	10.2%	15.8%
Mean Bonus Gap	11.4%	10.5%

Our median ethnicity pay gap is

15.8%

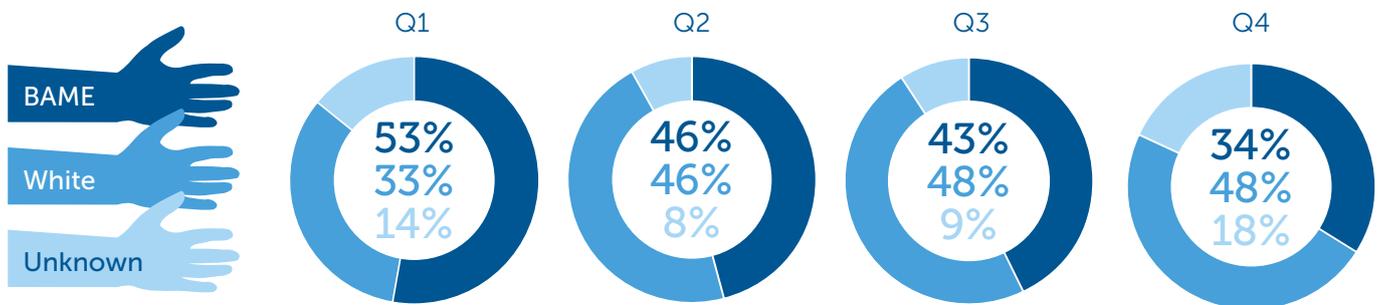
↑ 5%

This has **increased by 5%** from 2021. This means that 'white' employees are paid on average **15.8% more** than employees who are of all other ethnicities.



Ethnic Pay Quartiles

The pay quartile data shows that our ethnicity pay gap is largely as a result of more BAME people being in the lowest pay quartile and being under represented in the highest pay quartile.



Disability Pay Gap

We have again calculated our disability pay gap. The pay gap is small but we only have information on around a third of our staff.

This means in reality the pay gap could be much higher or lower than we have calculated. We are committed to improving our data so that we can more accurately report this figure.

Our disability pay gap is

0.9%

What we will do in 2022?

THE THEMES OF OUR 2022 PLAN

1. Strengthen our Inclusion Strategy with a focus on Equality, Diversity and Inclusion, with an objective to achieve Silver status from National Inclusive Employers to recognise the contribution that we make to creating an inclusive workplace.
2. Set targets for female and BAME representation within our short and long term succession plans for senior leadership roles.
3. Introduce a requirement to always shortlist a female and BAME candidate for any role at band 8a or equivalent and above.
4. Encourage more employees to share their sensitive information with us so that we can better report and develop targeted initiatives which build a more inclusive workplace.



Al Russell
Chief Executive