



# Inclusion Pay Report 2024

including our Gender Pay Report

# Foreword

At The London Clinic, we are committed not only to closing the gender pay gap but also to fostering a truly inclusive environment where every colleague feels valued, empowered, and able to perform at their best while being their authentic self.

Removing the gender pay gap is a key part of this commitment, ensuring that all employees have equal opportunities to succeed.

This marks our eighth Gender Pay Gap Report, and I am pleased to share that our mean gender pay gap stands at 3.6%—significantly lower than the London average of 15.1% (ONS Data, October 2024). While this progress is encouraging, we acknowledge that there is still work to do. We also recognise that achieving true equity may present challenges along the way, but we remain dedicated to driving meaningful change and fostering an environment of inclusion for all.



**Sara Knight**, Interim Chief People Officer

**Statutory declaration** I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## A note on language - sex and gender

Despite being called the 'Gender Pay Gap Report', the analysis is based on a binary definition of sex (which is assigned at birth - female, male), rather than gender (which is largely culturally and socially determined - women, men, people who are non-binary - and is often expressed in terms of how people act, dress or behave). This is because the regulations require us to report in this way and categorise our colleagues as either female or male, based on the sex stated on their passport. However, as part of our ongoing commitment to actively embrace colleagues of all gender identities, we want to acknowledge that some individuals may not identify with either 'gender' (sex) referenced in this report.

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# The London Clinic Pay Gap Report

At The London Clinic, transparency and fairness are fundamental to our values and guide our approach to building an inclusive workplace. Each year, we publish our Gender Pay Gap Report to provide a clear picture of the pay differences between female and male colleagues. However, our commitment to Equity, Diversity, and Inclusion (EDI) extends far beyond meeting regulatory requirements.

For 2024, we have continued to expand our efforts by incorporating the Gender Pay Gap Report into a more comprehensive Inclusion Pay Report. This report not only highlights gender pay differences but also voluntarily examines pay gaps related to Ethnicity and Disability.

By sharing this expanded analysis, we reaffirm our dedication to creating a workplace where everyone is valued, respected, and treated fairly. We believe that by openly addressing these challenges, we can hold ourselves accountable and take meaningful action to drive lasting change for our colleagues and customers.

The Inclusion Pay Report that follows includes our usual Gender Pay Gap Report. As with our previous pay reports we continue to voluntarily disclose other pay gaps and this report contains both our Ethnicity pay gap and Disability pay gap.

We are choosing to 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 hold ourselves accountable to our Equality, Diversity and Inclusion ambitions.

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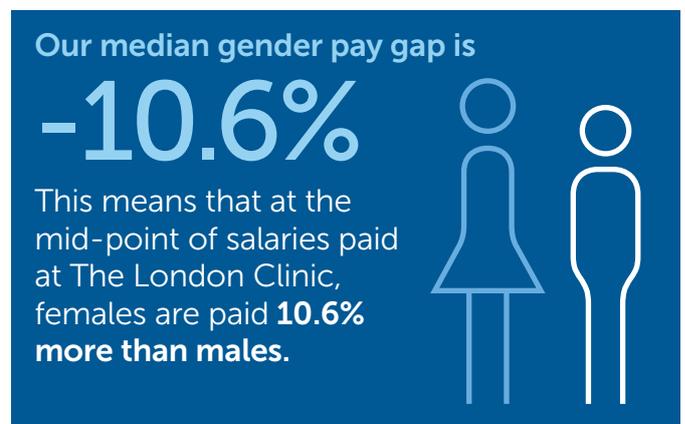
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# Gender Pay Gap

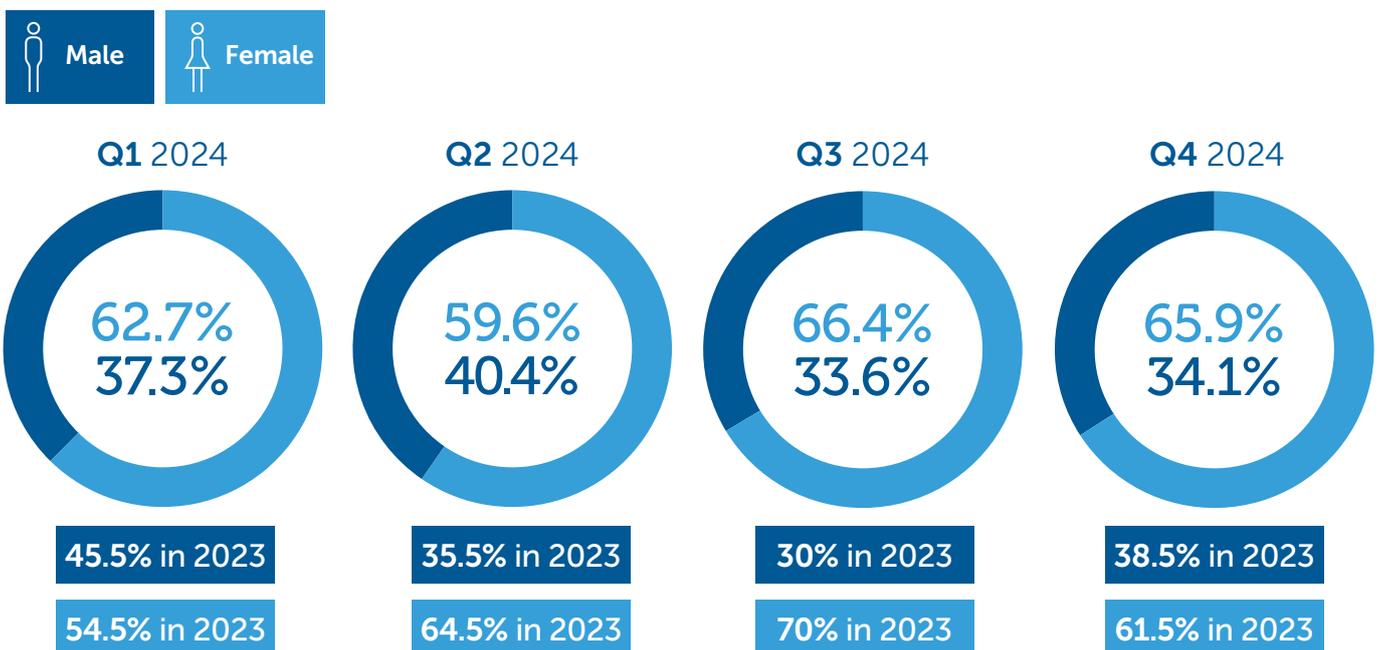
Our mean gender pay gap has reduced by 0.3% between our 2023 and 2024 reports. This is largely as a result of an increase in the number of women in the highest quartile (Q4) at The London Clinic. Our median negative pay gap is as a result of having a predominantly female workforce with a larger number of women earning salaries at the median point.

PAY GAP	2023	2024
Mean Pay Gap	3.9%	<b>3.6%</b>
Median Pay Gap	-10.4%	<b>-10.6%</b>



## Pay quartiles

The pie charts show the proportion of female and male colleagues in each pay quartile: this is calculated by splitting the overall workforce into four equal-sized groups based on hourly pay and ranking them from highest to lowest paid. The percentage of female colleagues and male colleagues in each quartile is then calculated. (Quartile 1 is the lowest 25% of the workforce based on their hourly pay)



# Bonus Pay Gap

We are required to also publish our bonus pay gap. This is the difference in any bonuses paid between females and males in the 12 months before 5 April 2024.

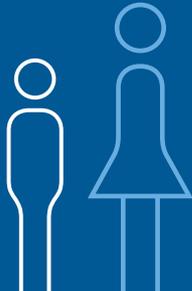
The London Clinic does not regularly use bonus pay as part of its remuneration. However, there are some elements of our pay that are considered to be bonuses for the purpose of this calculation. This included a £500 energy subsidy to support with winter fuel payments which was spilt over three months and paid during October, November and December 2023 to those earning less than a full-time equivalent of £35,000.

This significant change in the mean bonus pay gap compared to 2023 is due to the removal of a Christmas bonus, attendance bonus and retirement award that have not been replaced in our 2024 report.

Our mean or average bonus pay gap is

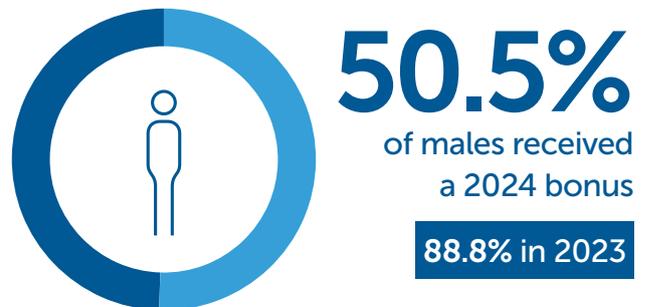
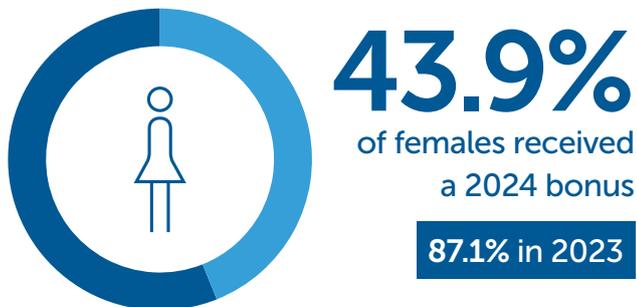
# 11.1%

This means on average **males received a higher bonus payment** than females.



BONUS GAP	2023	2024
Mean Bonus Gap	-20.8%	<b>11.1%</b>
Median Bonus Gap	0.04%	<b>0%</b>

## % of female and male colleagues receiving a bonus in 2024



# Ethnicity Pay Gap

We have ethnicity data on 90.8% of our colleagues which has not changed since our 2023 report. Because we do not have 100% data completion this means the pay gap in reality may be higher or lower than we are currently able to report on.

We are pleased to see that our Ethnicity pay gap has reduced by 3.5% since our last report. We would continue to actively encourage our colleagues to submit their declaration data so that we are able to make well informed decisions to address any disparity.

Our mean Ethnicity pay gap is

# 14.8%

This means colleagues who identify as 'white' are paid on average 14.8% more per hour than colleagues who are of all other declared Ethnicities.

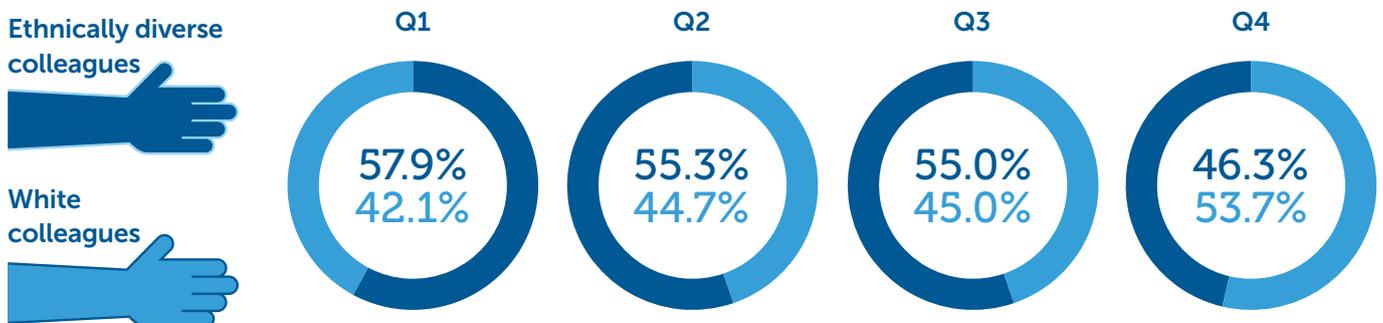
Mean Ethnicity pay gap for 2024	14.8%
Mean Ethnicity pay gap for 2023	18.3%

ETHNICITY PAY GAP	2023	2024
Median Pay Gap	17.6%	10.6%

ETHNICITY BONUS GAP	2023	2024
Mean Ethnicity Bonus Gap	3.41%	26.6%
Median Ethnicity Bonus Gap	0%	0%

## Pay quartiles

The pay quartile data shows that our Ethnicity pay gap is largely as a result of more Black, Asian and more Ethnically diverse colleagues being in the lowest pay quartiles, with the lowest representation of Ethnically diverse colleagues in our highest pay quartile. (Quartile 1 is the lowest 25% of the workforce based on their hourly pay)



# Disability Pay Gap

We have Disability data on 80.3% of our colleagues. Because we do not have 100% data completion this means the pay gap in reality may be higher or lower than we are currently able to report on.

We would continue to actively encourage our colleagues to submit their declaration data so that we are able to make well informed decisions to address any disparity.

Mean Disability pay gap for 2024	-10.6%
Mean Disability pay gap for 2023	17.7%

Our mean Disability pay gap is

# -10.6%



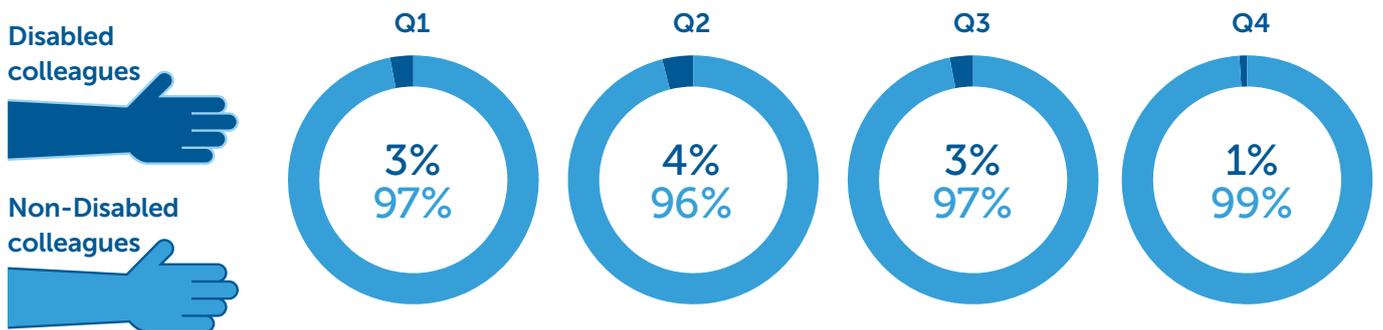
This means colleagues declaring a disability earn on average 10.6% more per hour than colleagues who have not declared a disability.

<b>DISABILITY PAY GAP</b>	<b>2024</b>
Median Pay Gap	-1.6%

<b>DISABILITY BONUS GAP</b>	<b>2024</b>
Mean Bonus Gap	15.8%
Median Bonus Gap	0%

## Pay quartiles

The pie charts show the proportion of Disabled and Non-Disabled colleagues in each pay quartile: this is calculated by splitting the overall workforce into four equal-sized groups based on hourly pay and ranking them from highest to lowest paid. The percentage of Disabled colleagues and Non-Disabled colleagues in each quartile is then calculated. (Quartile 1 is the lowest 25% of the workforce based on their hourly pay).



## What we did...

- In 2023, we trained eight staff members from both clinical and non-clinical roles as Mental Health First Aiders. They are based across the hospital, including the main building, consulting rooms, and administrative offices. To raise awareness, they have been featured in our wellbeing support pathway, posters, a dedicated intranet page, and a canteen stand during Mental Health Awareness Week. They were also highlighted in World Mental Health Day communications on October 10 2024.
- We secured several spaces for colleagues to participate in the Pride in London Parade in June 2024, reaffirming our commitment to fostering an inclusive environment where everyone can thrive.
- In October 2024, we commemorated Black History Month with an internal webinar hosted by Bernadette Thompson OBE, complemented by a canteen celebration for our colleagues.
- In 2024, the Clinic partnered with four faith leaders who work closely with the organisation, offering spiritual support to TLC's patients across Catholicism, Christianity/Anglicanism, Judaism, and Hinduism.
- On November 5, 2024, we hosted The London Clinic Inter-Faith Memorial Service, bringing together friends and family of the Clinic to honor and remember their loved ones.
- We introduced a more inclusive and accessible approach to learning through the mobile 'Learning Cab,' which delivers learning and development resources, along with bite-sized training, directly to areas of the organisation where employees may face challenges accessing opportunities due to the nature of their roles.
- We strengthened awareness of learning disabilities in healthcare through the Oliver McGowan Training course, now a mandatory requirement for all colleagues. This program includes a comprehensive face-to-face component to deepen understanding and promote inclusive care.
- Training on Equality, Diversity, and Human Rights remains a key component of our Statutory and Mandatory requirements, with a completion rate of 90% maintained across the organisation in 2024.
- The Resourcing team continued to prioritise diversity in senior roles, actively supporting inclusive recruitment practices through initiatives like representative panels and diverse shortlists.
- We have standardised job descriptions featuring compelling branding, with a strong focus on highlighting our Equality, Diversity and Inclusion initiatives, and relevant accreditation details.

# What we will do in 2025

At The London Clinic, we remain committed to fostering an inclusive, diverse, and equitable workplace where every colleague feels valued and empowered. Transparency is key to this commitment, and our Gender Pay Gap Report is an important reflection of our progress and the work still to be done.

As we move into 2025, we are reinvigorating our focus on our Equity, Diversity, and Inclusion Strategy within The London Clinic. We want every colleague to feel they can be their true self at work, knowing that inclusivity not only strengthens our team but also enhances the exceptional care we provide to our patients.

While we have made meaningful strides, we recognise there is more to do. We remain dedicated to closing the gender pay gap and creating an environment where talent and opportunity are truly equal for all.

*I confirm that the information provided in our Gender Pay Report is accurate.*



**Al Russell**  
Chief Executive