

Gender Pay Gap Report



2024



► **Cleveland Clinic London** values a diverse workforce that reflects the patients and communities we serve.

We also believe that all caregivers performing comparable work should be compensated equally.

Yet, like many other UK employers, including in healthcare, we have a gap between the averaged earnings of our male and female caregivers.

The factors driving gender pay disparity are complex and systemic. They will take time to rectify, but we are committed to closing the gap.

Since our opening in 2022, we have taken concrete steps to achieve that goal and are pleased to document our progress in the past year.

We affirm that the information in this report is accurate and prepared in accordance with government regulations.



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President
Cleveland Clinic London



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► ABOUT THIS REPORT

The UK Government requires employers with 250 or more workers to annually report information about their **gender pay gap** — the average difference in compensation between male and female employees. The gap usually favours men. Mandatory disclosure aims to motivate employers to reduce or eliminate the gap.

Employers must disclose:

- The difference between salaries* paid to men and women in the organisation, calculated as a **mean and a median**.
- The percentage of male and female workers in each of four pay levels, called quartiles: highest earners, high-middle earners, low-middle earners and lowest earners.

* Disclosure of the gender gap for bonus pay also is required. However, Cleveland Clinic London does not award bonuses.



Equal Pay Versus Gender Pay Gap

Equal pay – compensating men and women the same for comparable work – is legally required in the UK.

However, an employer who complies with equal pay requirements may still have a **gender pay gap**. That is because the gap reflects the difference between male and female workers' averaged earnings across all employment levels in an organisation, regardless of job roles or seniority.

So a company with mostly men in the highest-earning roles and mostly women in the lowest-earning roles would have a gender pay gap, even though individuals holding comparable positions are paid equally.

Closing the gap is important for employers striving for diversity.

Our Gender Pay Gap Numbers and What They Mean

Cleveland Clinic London’s mean and median gender pay gaps decreased between 2023 and 2024, indicating that, on average, women’s earnings are getting closer to men’s earnings.

	2023	2024
Mean pay gap	63%	62.5%
Median pay gap	28%	25.9%

25.9%

- **Our median gender pay gap as of April 2024 was 25.9%.** This means that men at the mid-point of male employees’ wages at Cleveland Clinic London were paid **25.9%** more than women at the mid-point of female employees’ wages. The median pay gap can be a more meaningful figure than the mean pay gap, since large variations within male or female employees’ pay ranges can skew the mean upward or downward.

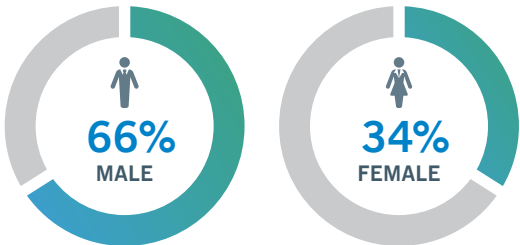
62.5%

- **Our mean gender pay gap as of April 2024 was 62.5%.** This means that, on average, across all salaries at Cleveland Clinic London, men were paid **62.5%** more than women.
- **For Comparison**
Among all employees in the UK, the gender pay gap for median gross hourly earnings (excluding overtime) was **13.1%** as of April 2024.

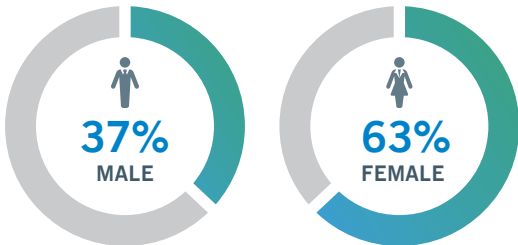
Source: Office for National Statistics — Annual Survey of Hours and Earnings

Our Gender Proportions Across Pay Quartiles (as of April 2024)

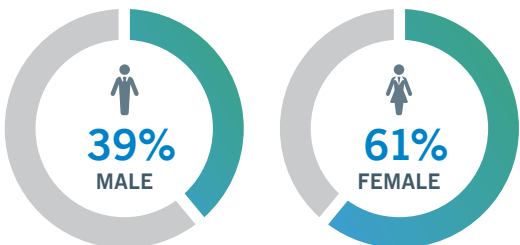
Q1 (Highest earners)



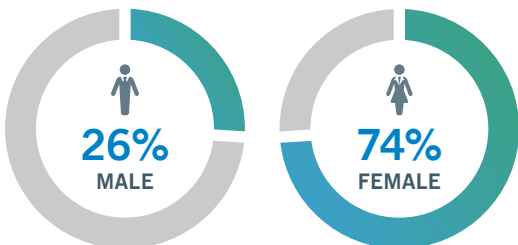
Q2 (High-middle earners)



Q3 (Low-middle earners)



Q4 (Lower earners)



Why Cleveland Clinic London Has a Gender Pay Gap

- Consultants are the most senior and highest-earning category of hospital doctors in the UK. Unlike our healthcare peers, Cleveland Clinic London employs rather than contracts with our consultants. We do this because it promotes teamwork, standardises care and eliminates commercial concerns, which is best for our patients. Since most UK consultants are men, however, their presence in our highest pay grade widens our gender pay gap.
- There are proportionately more women working in our middle and lower pay levels and fewer women in our most senior, highest-paying level.



How We Are Working to Reduce Our Gender Pay Gap

- Empowering our current female leaders to share their stories, prioritise networking and coach future female leaders
- Supporting groups for female medical practitioners that enable collaboration and maximise their work with Cleveland Clinic London locally and globally
- Recruiting additional female consultants, which gives patients more choice
- Maintaining an even balance of male and female executives, a goal we achieved in 2022
- Strengthening our commitment to ways of working that support female employees, such as flexible scheduling, wellbeing initiatives and menopause support
- Promoting our [Women @ Cleveland Clinic London](#) employee resource group to increase its membership and impact
- Ensuring a work environment that helps all employees thrive, including enhanced leadership development, focused training, progressive policies and dedicated Mental Health First-Aiders and Speak-Up Guardians
- Maximising data collection about gender pay to facilitate goal-setting and track progress

