

2022 Gender Pay Gap Report

At Cleveland Clinic London, we recognize the vital importance of diversity amongst our more than 1,400 employees.

Having a workforce that reflects and respects the abilities of all kinds of people is best for our patients. It is also an essential part of Cleveland Clinic's mission and values as a leading global healthcare provider.

While Cleveland Clinic London is a newcomer to the UK's healthcare community, the Cleveland Clinic organisation has embraced the principles of diversity, equity and inclusion since our founding in 1921.

Women have held pivotal roles at Cleveland Clinic throughout our long history, including pioneers such as biophysicist and inventor Dr. Maria Telkes, who joined the staff in 1926, and Dr. Harriet Dustan (1948), who made notable advances in the detection and treatment of high blood pressure. Today, Cleveland Clinic has numerous women who hold key leadership, clinical, research and educational positions across our global enterprise.

We deeply value the contributions by female employees at every level. We firmly support the practice of equal pay to women and men for equal work. Yet like many other employers in the UK, if job roles or seniority aren't taken into account, Cleveland Clinic London does have a gap between the averaged earnings of all of our male employees when compared with all of our female employees.

The primary reason for our gender pay gap is that our employed consultant physicians, who hold the most senior positions in our physician-led model of care and who are paid the market rate for their skills and clinical outcomes, are mostly men. This disparity exists not just at Cleveland Clinic London, but throughout the UK, where male consultants outnumber their female counterparts in the profession by a considerable margin.



Tommaso Falcone, MD
Interim CEO
Cleveland Clinic London

The factors driving the gender pay gap are complex and systemic and will take time to rectify, but we will address them. The submission of Cleveland Clinic London's first Gender Pay Gap Report sets the baseline for the progress we intend to make to close our gap.

Here are some specific steps we are taking:

- Making a focused effort to recruit more female consultants, including posting available positions with universities and medically focused female societies
- Having an executive team composed evenly of women and men, a goal we are pleased to report we achieved in 2022 and will continue to monitor
- Promoting and embedding our flexible working policy throughout all employment levels, which helps women (and men) who have family-care responsibilities
- Supporting our "Women at Cleveland Clinic London" employee resource group and strengthening its network and impact
- Creating apprenticeships to ensure that opportunities to progress and learn new skills are available for all employees
- Improving succession planning and widening efforts to identify and develop employees with leadership potential, which helps build critical teams and retain top talent

This report represents a snapshot of our gender pay gap as of April 2022, soon after Cleveland Clinic London first opened its doors. We have made good progress in the year since, and expect to continue to narrow the gap as our employee family grows and our practices take root. We are committed to building a workforce as diverse as our patients, to touch and transform their lives.

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



Angela Rossi
Chief Human Resources Officer
Cleveland Clinic London

About This Report

Since 2017, the UK Government has required that employers with 250 or more workers annually report information about their gender pay gap — the average difference in compensation between an organisation's male and female employees. The gap typically favours men. By mandating disclosure, the government means to motivate employers to reduce or eliminate the gap.

Employers must disclose:

- The gap between salary and between bonuses given to men and women in the organisation, calculated as a mean and a median, and the percentage of men and women who receive bonuses. Cleveland Clinic London does not pay bonuses so those numbers are not reported here.
- 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.

An Important Distinction

The concept of equal pay means that men and women holding similar positions in an organisation and doing comparable work are compensated at the same level. Equal pay is a legal requirement in the UK.

An employer who complies with equal pay requirements can still have a gender pay gap. That's 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 male executives in the highest pay quartile and mostly female employees in the lower to high-middle quartiles would have a gender pay gap, even though individuals who hold comparable positions are being paid equally. That's why closing the gap is an important consideration for employers striving for diversity.

Our Numbers and What They Mean

Employees by Gender at Cleveland Clinic London
(as of April 2022) Total employees: 1,202

Male: 491 (41%)

Female: 711 (59%)

Gender Pay Gap at Cleveland Clinic London (as of April 2022)

The gender pay gap is the difference in averaged pay between all men and all women across all levels in an organisation, expressed as a percentage.

A positive value represents the percentage by which male employees' salaries, on average, exceed female employees' salaries. A negative value represents the percentage by which female employees' salaries, on average, exceed male employees' salaries.

Mean Gender Pay Gap:

+72.2%

The mean is the same as an average. It's determined by adding up the value of wages of all male or female employees and dividing the total by the number of male or female workers.

The mean gender pay gap is the difference between the average pay for male employees and the average pay for female employees.

Median Gender Pay Gap:

+21.4%

The median is the middle point in the range of wages paid to male or female employees, with half the values above and half below.

The median pay gap is the difference between the pay of the man in the middle of the range of male employees' wages and the pay of the woman in the middle of the range of female employees' wages. The median may be a more meaningful comparison than the mean if there are large variations within male or female employees' pay ranges, since those variations can skew the mean upward or downward, thus widening the mean pay gap.

Among all employees in the UK, the gender pay gap for median gross hourly earnings (excluding overtime) was +14.9% as of October 2022. Source: Office for National Statistics — Annual Survey of Hours and Earnings

Why We Have a Gender Pay Gap at Cleveland Clinic London

- Consultants, the most senior and highest-earning category of hospital doctors in the UK and at Cleveland Clinic London, are a male-dominated profession.
- There are proportionately fewer women working in our most senior, highest-paying level, and more in middle and lower levels.

Our Gender Proportions Across Pay Quartiles (as of April 2022)



Q1 (Highest earners)



Q2 (High-middle earners)



Q3 (Low-middle earners)



Q4 (Lower earners)