

# Gender Pay Gap report

## March 2017

Gender	Average Hourly Rate
Male	20.35
Female	16.13
Difference	4.22
Pay Gap %	20.76

Gender	Median Hourly Rate
Male	17.35
Female	14.97
Difference	2.38
Pay Gap %	13.72

Gender	Average Bonus Pay
Male	8,131.02
Female	6,882.07
Difference	1,248.95
Pay Gap %	15.36

Gender	Median Bonus Pay
Male	5,967.20
Female	4,773.70
Difference	1,193.50
Pay Gap %	20.00

Gender	Employees Paid Bonus	Total Employees	%
Female	17	3590	0.47
Male	21	716	2.93

Quartile	Number of Employees		Percentage Employees of	
	Female	Male	Female	Male
1	873	138	86.35	13.65
2	845	133	86.4	13.6
3	888	155	85.14	14.86
4	754	261	74.29	25.71

Q1 = Low, Q4 = High

- The pay gap in the average hourly rate (20.76%) reflects the higher proportion of men in more senior grades within the Trust. The percentage of employees working across the four pay quartiles also shows that female staff are under-represented in the upper pay quartile (Quartile 4). Quartiles 1-3 are much more representative of the total workforce.
- A high percentage of our workforce is part-time (41.3% in March 2017), with the majority of these (92.6%) being female. Part-time, male staff accounted for just 3% of the total workforce.
- The calculation of the hourly rate is based on the gross pay after any deductions for salary sacrifice. In March 2017, 347 members of staff sacrificed their salary, and of these, 83% were female. This will have a disproportionate impact on the hourly rate of female staff resulting in a lower average.
- Analysis of job applications in 2016/17 shows no evidence of bias against women. Female applicants were 1.2 times more likely than male applicants to be shortlisted for interview, and women were 1.1 times more likely to be appointed than men.
- The bonus pay data relates only to Clinical Excellence Awards (CEA) paid to consultant medical staff. 47.6% of the medical workforce is male.