

Gender Pay Gap report March 2018

The Trust employs 82% female and 18% male staff.

Average & Median Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.64	17.72
Female	16.45	15.21
Difference	4.19	2.51
Pay Gap %	20.30	14.17

Number of employees in each quartile (Q1 low to Q4 high pay)

Quartile	Female	Male	Female %	Male %
1	860.00	132.00	86.69	13.31
2	839.00	149.00	84.92	15.08
3	879.00	161.00	84.52	15.48
4	753.00	254.00	74.78	25.22

Bonus payments

Gender	Avg. Bonus Pay	Median Bonus Pay
Male	8,300.69	5,529.37
Female	4,678.85	4,423.43
Difference	3,621.84	1,105.94
Pay Gap %	43.63	20.00

Payment of bonuses by gender

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	14	3662	0.38
Male	21	838	2.51

- The pay gap in the average hourly rate (20.30%) reflects the higher proportion of men in more senior grades within the Trust. Females are 82% of the total workforce but only represent 75% of the workforce in the upper quartile
- The proportion of females in the lowest quartile of pay (86.6%) is higher than the proportion of females employed by the Trust (82%)
- 1760 employees work part time in the Trust and 92% of this group are female

- The calculation of the hourly rate is based on the gross pay after any deductions for salary sacrifice. 275 employees use the childcare salary sacrifice scheme. 89% of the scheme users are female. This will have a disproportionate impact on the hourly rate of female staff resulting in a lower average
- The bonus data relates only to Clinical Excellence Awards (CEA) paid to consultant medical staff.