

Berkshire Healthcare NHS Foundation Trust Draft Gender Pay Gap Report 25/26

A final report will replace this interim report.

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	25.7%	74.4%
Upper middle hourly pay quarter	15.4%	84.6%
Lower middle hourly pay quarter	16.4%	83.6%
Lower hourly pay quarter	13.7%	86.3%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	16.9%
Median gender pay gap using hourly pay	12.4%

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	1.7%	0.2%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	4.6%
Median gender pay gap using bonus pay	15.6%