

Gender Pay Gap – 2021 Report

5138 Eligible Staff

4374 Female (85.1%)

764 Male (14.9%)

EXPLORING THE PAY GAP

The make-up of our workforce is in keeping with wider trends of female predominance within the Healthcare sector in particular the NHS. As our largest staff group; Nursing and Midwifery staff account for 34% of our eligible workforce; and of that staff group only 3.8% are male (according to NMC figures only 11.4% of nurses on the register are male and training figures for male nurses remain low). Staff groups with a higher ratio of male colleagues are Medical & Dental (59% male), and Estates & Ancillary (61% male), both of which account for only 9% of the eligible workforce.

Employees by Pay Quartile (%)

	Female	Male
Upper Quartile	86.3%	13.7%
Upper Middle Quartile	88.1%	11.9%
Lower Middle Quartile	89.9%	10.1%
Lower Quartile	74.7%	25.3%

ORDINARY PAY

Ordinary Pay includes basic pay, allowances, pay for leave and shift premium pay. It only includes money payments, so anything that is not money (such as benefits in kind or securities) is excluded. Ordinary pay does not include pay related to overtime, redundancy, or termination of employment, or pay in lieu of annual leave.

	Female	Male
Mean Hourly Rate	£16.54	£22.86
Difference	£6.32	
Pay Gap	27.64%	
Median Hourly Rate	£15.62	£16.97
Difference	£1.35	
Pay Gap	7.94%	

BONUS PAY

Bonus Pay includes anything that relates to profit sharing, productivity, performance, incentive and commission received in the form of cash, vouchers, or securities. As a Foundation Trust we are a not for profit public benefit corporation, and do not award a high number payments that meet the criteria for bonus pay (less than 2% of staff receive bonus pay). Our mean bonus gap, which sits at - 24.32%, indicates that men receive a lower bonus value compared to women, though this reduced value can be attributed to the higher frequency and more even distribution of the bonus payments awarded to men creating a lower average value. Non-consolidated bonuses, Clinical Excellence Awards and Discretionary Points identified as bonuses for NHS staff are awarded primarily to staff in the medical workforce which are predominantly male.

Bonus Pay

Mean **24.32%**

Median **45.95%**

HOW WE ARE MAKING A DIFFERENCE

We work hard to make sure that inclusion is a normal part of who we are and what we do. By offering training to our recruiting Managers, we ensure that awareness of the protected characteristics of the Equality Act 2010 is sustained and bias (including unconscious bias) is reduced.