

Gender Pay Reporting

Third Year Report
Showing data for 2017-2019

Gender Pay Reporting

- A legal requirement under the Equality Act 2010 (Gender Pay Information) Regulations 2017
- The following pages provide graphical representations showing the difference between average earnings of men and women in our organisation
- These are used to assess:
 - The levels of gender equality in our workforce
 - The balance of male and female employees at different levels
 - How effectively talent is being maximised and rewarded

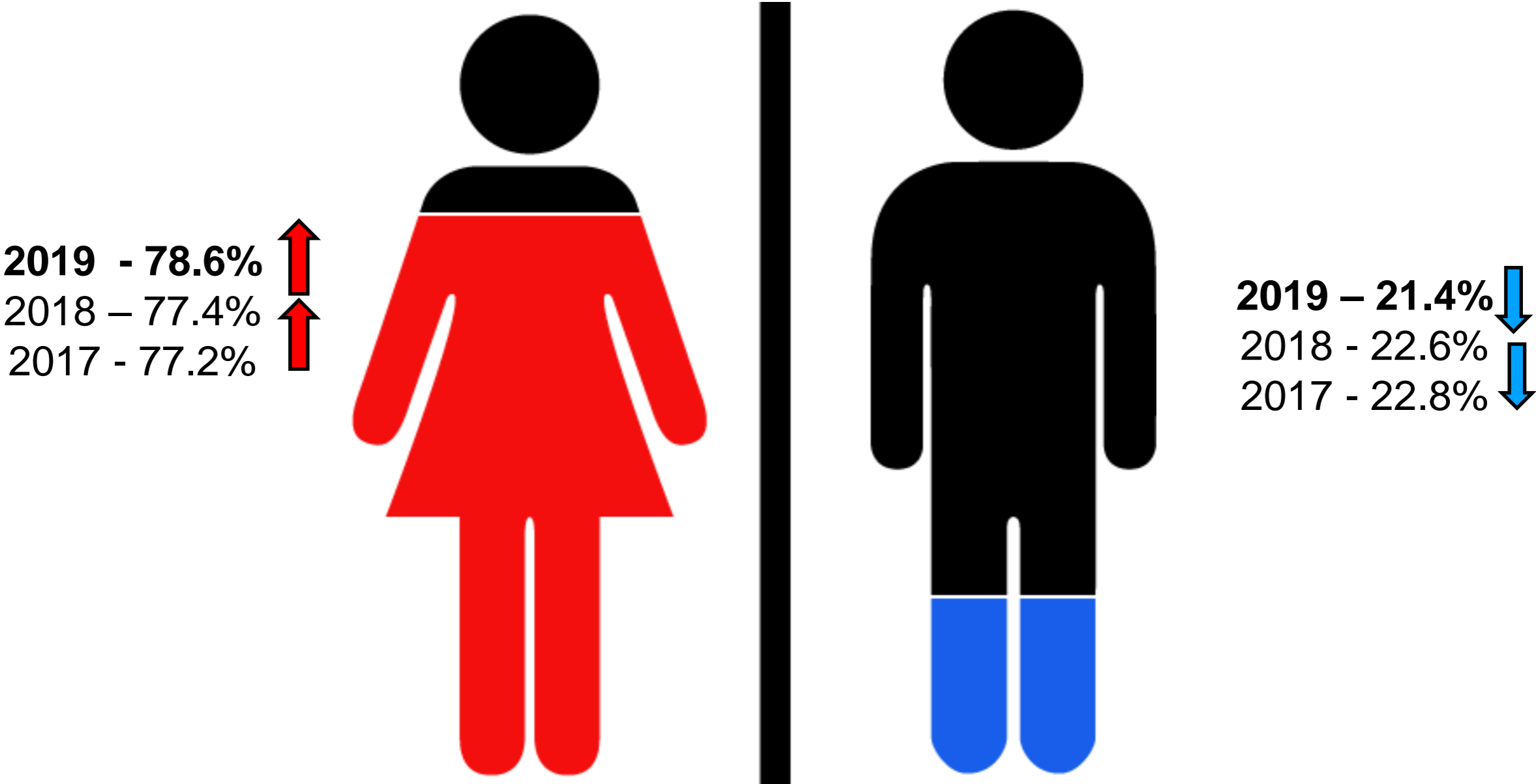
They tell us...

The level of gender equality in our workforce improved slightly between 2017 and 2018. However, there was a subsequent worsening between 2018 and 2019 in both mean and median gender pay gap.

The balance of male and female employees at different levels of the organisation has remained broadly static - a continuing situation of over-representation of women in the lowest paid roles, but under-represented in the highest roles

There has been some improvement in the proportion of female consultants compared to male consultants in receipt of bonus pay, however mean female bonus pay is still lower than mean male bonus pay. (N.B. These figures relate only to consultants receiving clinical excellence awards.)

Workforce Profile



Our proportion of female workers has increased slightly over both years of reporting, and correspondingly, our proportion of male workers has reduced slightly.

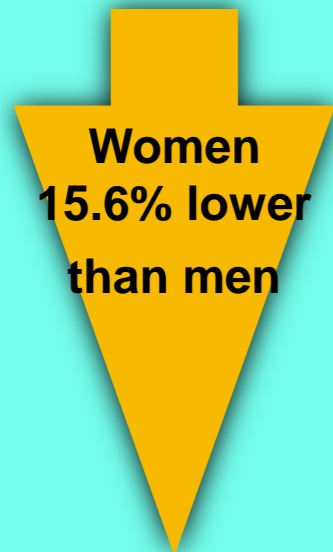
Women's Hourly Rate

(compared with male rate)

Mean Average

(Women compared with Men)

2017



2018



2018

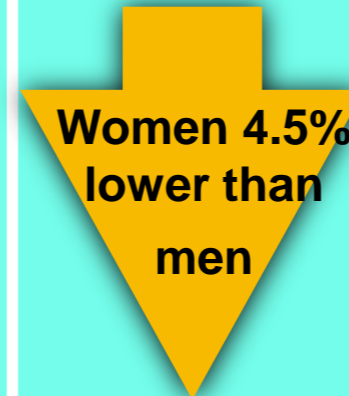


Hourly Pay Rate	2017	2018	2019
Male	£18.63	£18.57	£19.53
Female	£15.72	£15.83	£16.06
Difference	£2.91	£2.75	£3.47
Gender Pay Gap	15.6%	14.8%	17.8%

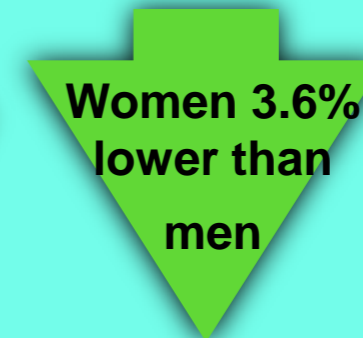
Median Average

(Women compared with Men)

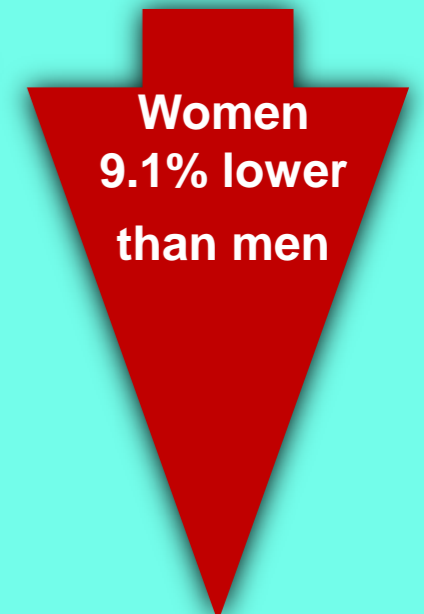
2017



2018

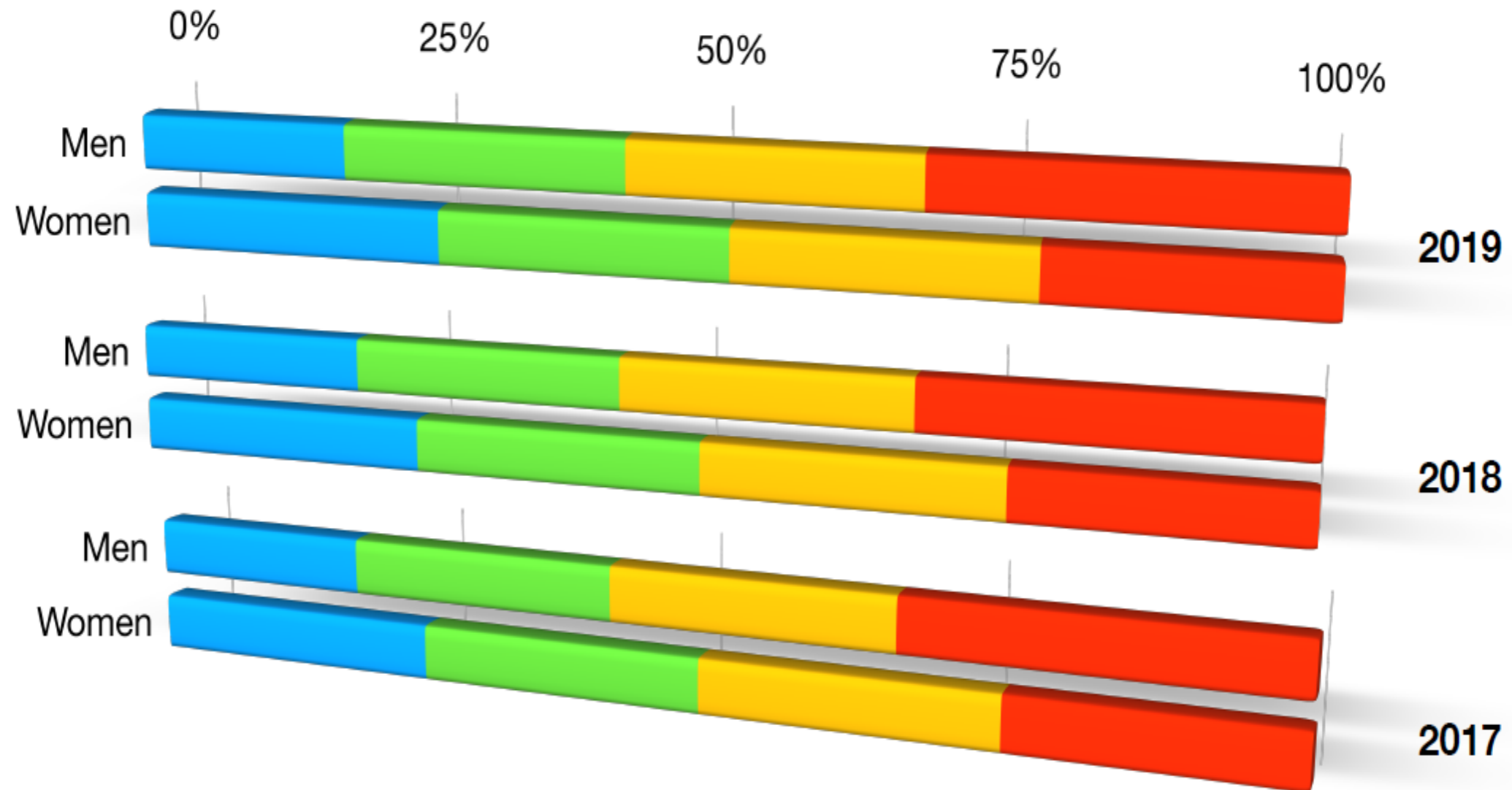


2019



Hourly Pay Rate	2018	2017	2019
Male	£15.24	£15.07	£14.51
Female	£14.70	£14.38	£15.96
Difference	£0.54	£0.68	£1.45
Gender Pay Gap	3.55%	4.5%	9.1%

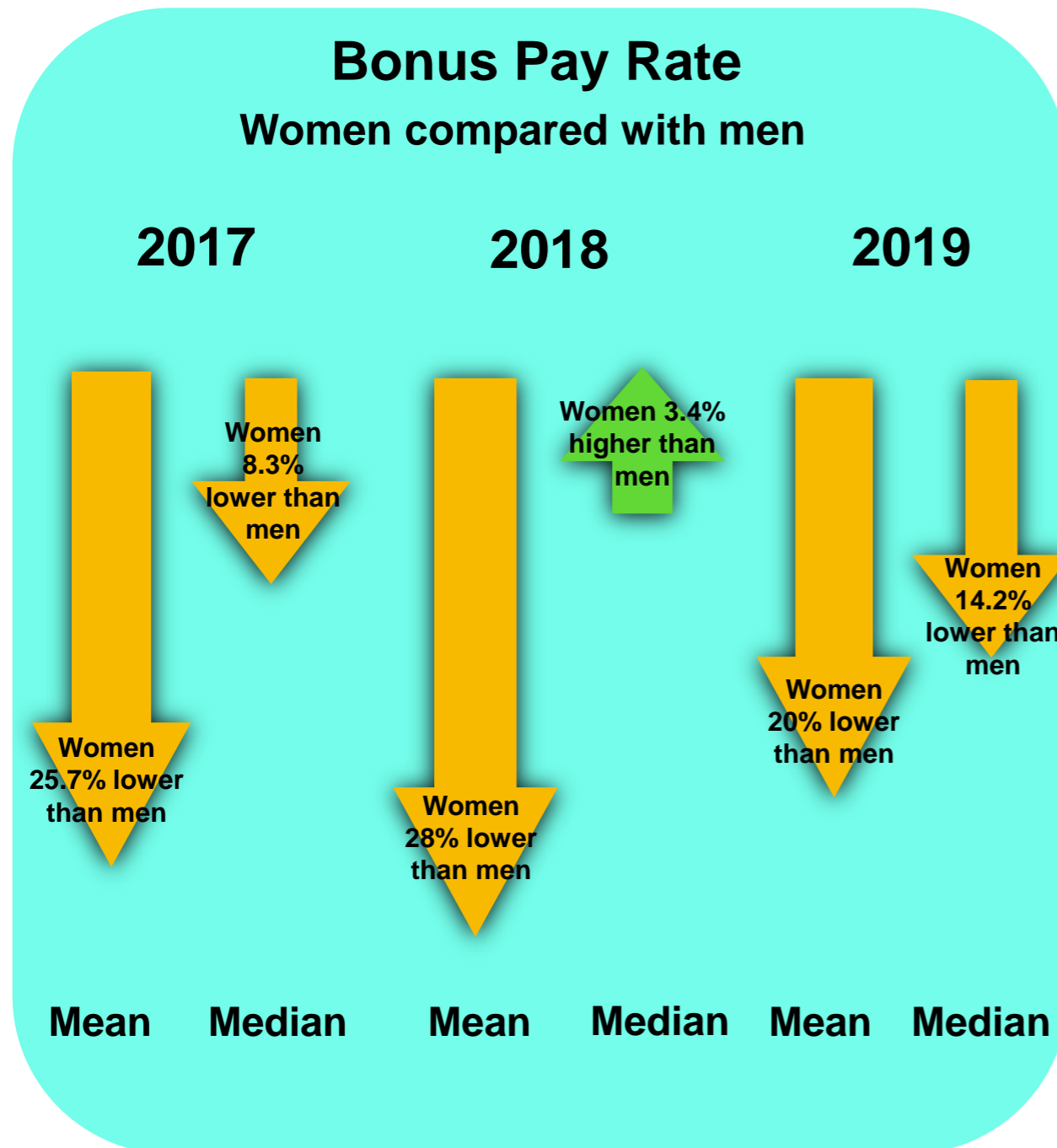
Salary Quartile



- Lower Quartile (up to top Band 3)
- Lower Middle Quartile (Band 4 to top Band 5)
- Upper Middle Quartile (Band 6 to mid scale Band 7)
- Upper Quartile (Mid Band 7 and above)

Bonus Pay

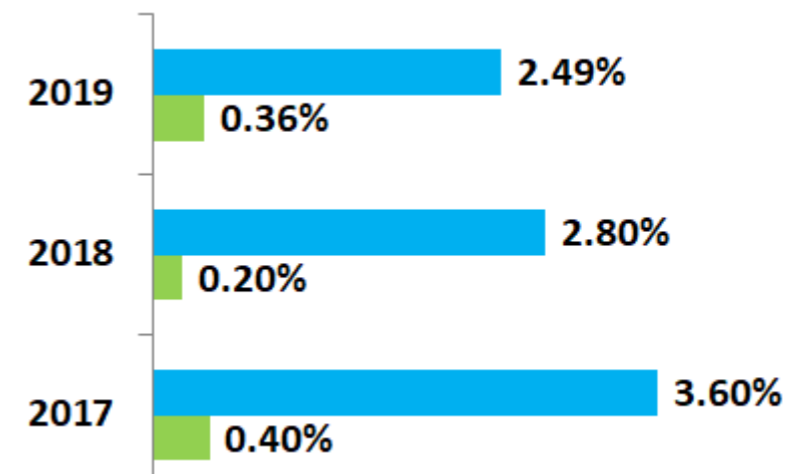
(N.B. only contains consultants' data)



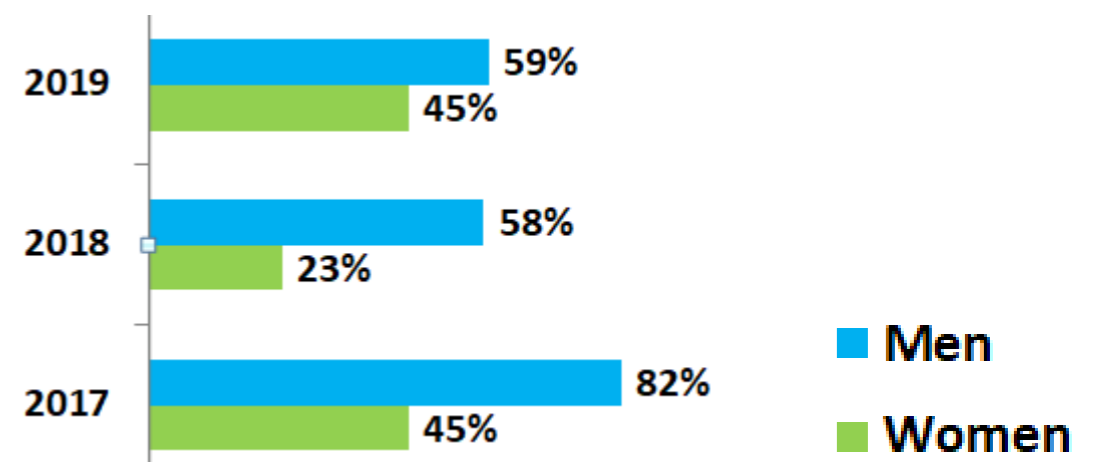
Percentage receiving Bonus Pay

Women compared with men

All staff



Eligible staff (consultants)



Men

Women