GENDER PAY GAP 2019 INFOGRAPHIC



OUR GENDER PAY GAP FOR ORDINARY PAY

Median Pay Gap 1.56%

Mean Pay Gap 13.62%

ON AVERAGE MEN ARE PAID £2.56 MORE PER **HOUR THAN WOMEN**

OUR GENDER PAY GAP FOR BONUS PAY

Median Pay Gap 60.00%

Mean Pay Gap 70.67%

ON AVERAGE MEN RECEIVE BONUS PAYMENTS PER ANNUM OF £3,920 MORE THAN WOMEN

WHAT IS BONUS PAY?

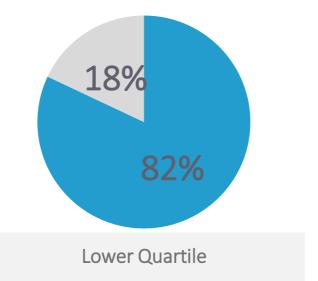
Bonus pay includes payments such as Clinical Excellence Awards, Discretionary Points and Recognition of Service Awards. 109 RoS Awards and 39 CEAs/DPs we paid with a total of 138 staff receiving a payment (99 women and 39 men). The average calculation for women is dividing by a larger headcount than men, resulting in a lower average payment in comparison to men, causing an expanded pay gap.

The average payment for RoS was £125 and the average payment for CEAs/DPs was £10,200.

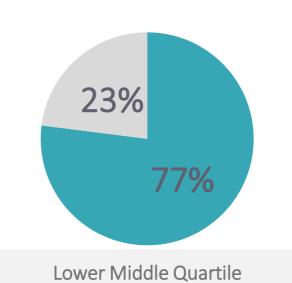
3.38% of women received a bonus payment (99 out of 2933)

4.94% of men received a bonus payment (39 out of 790)

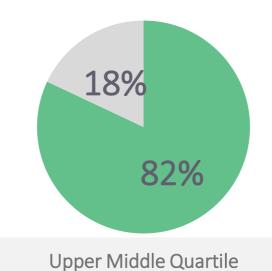
OUR GENDER DISTRIBUTION ACROSS PAY QUARTILES



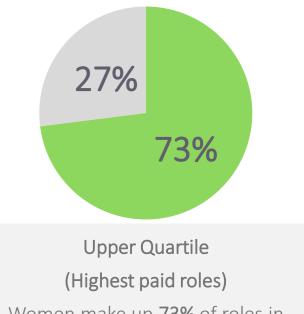
(Lowest paid roles) Women make up 82% of roles in the lower quartile



Women make up 77% of roles in the lower middle quartile



Women make up 82% of roles in the upper middle quartile



Women make up 73% of roles in the upper quartile

OUR GENDER PAY GAP BY CONTRACT TYPE

Agenda for Change

Mean Pay Gap 0.91%

Median Pay Gap -2.95%

ON AVERAGE MEN ARE PAID £0.14 MORE PER HOUR THAN WOMEN



Medical Staff

Mean Pay Gap 6.77%

Median Pay Gap 8.03%

ON AVERAGE MEN ARE PAID £2.80 MORE PER HOUR THAN WOMEN

Executive Directors

Mean Pay Gap -21.77%

Median Pay Gap -30.52%

ON AVERAGE MEN ARE PER HOUR THAN WOMEN

Local Pay

Mean Pay Gap

Median Pay Gap 17.14%

9.50%

PER HOUR THAN WOMEN

HOW OUR GENDER PAY GAP HAS CHANGED

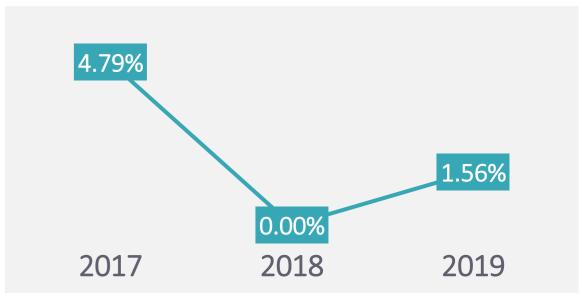
MEAN AVERAGE ORDINARY PAY GAP



MEAN AVERAGE BONUS PAYMENT PAY GAP



MEDIAN ORDINARY PAY GAP



MEDIAN BONUS PAYMENT PAY GAP

