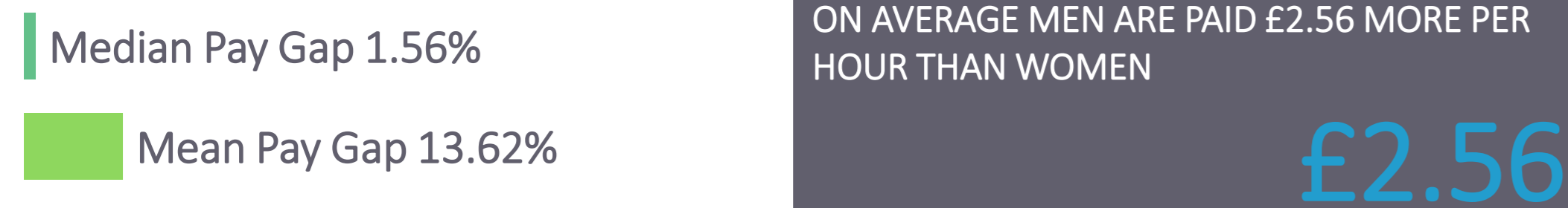
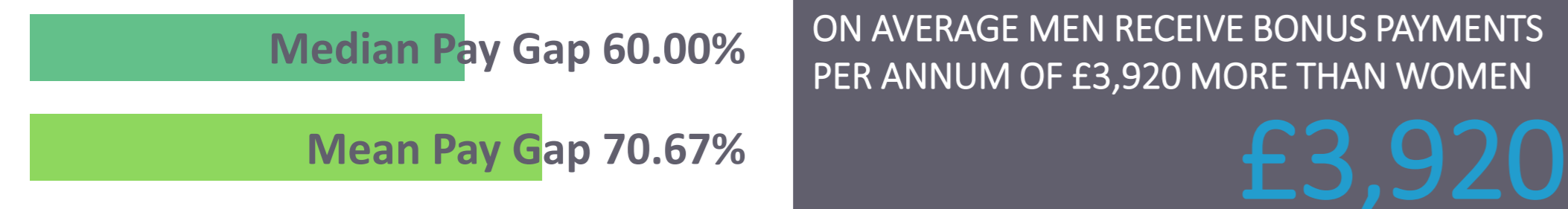


GENDER PAY GAP 2019 INFOGRAPHIC

OUR GENDER PAY GAP FOR ORDINARY PAY



OUR GENDER PAY GAP FOR BONUS PAY



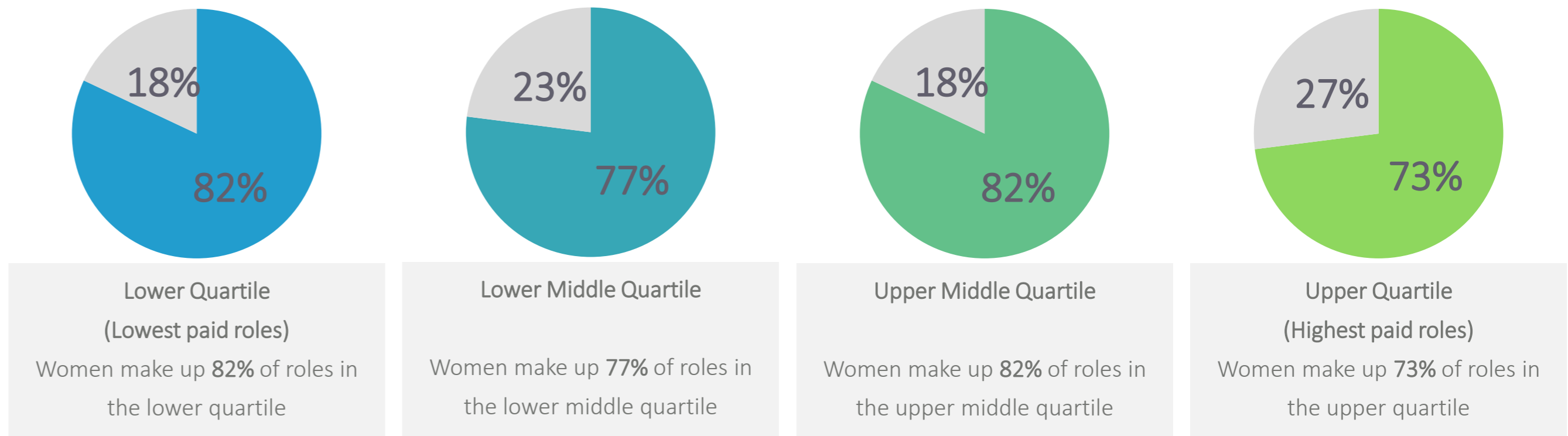
WHAT IS BONUS PAY?

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)

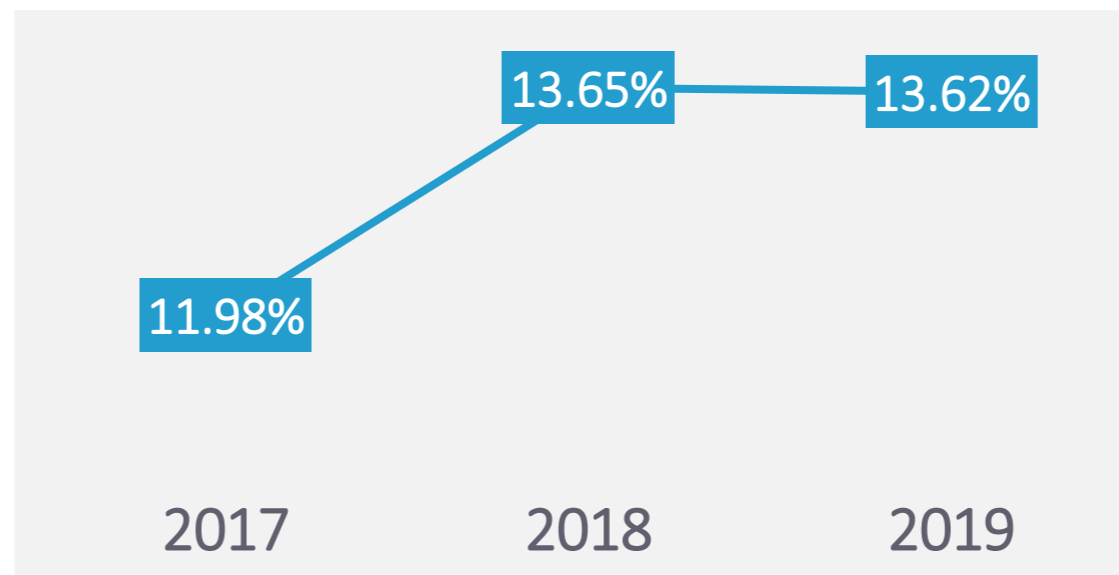
4.94% of men received a bonus payment (39 out of 790)

OUR GENDER DISTRIBUTION ACROSS PAY QUARTILES

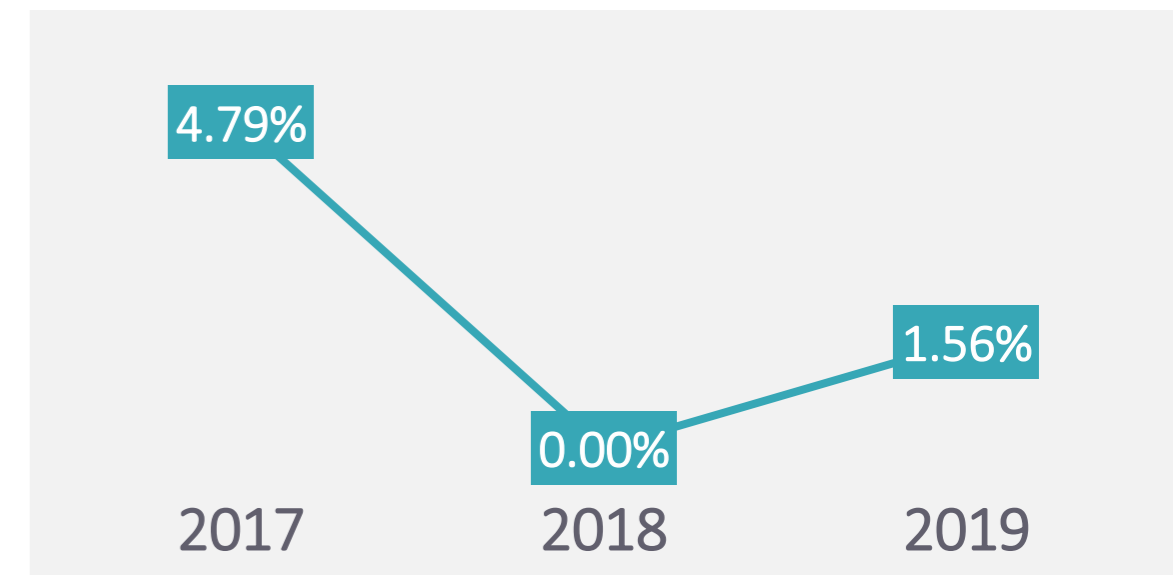


HOW OUR GENDER PAY GAP HAS CHANGED

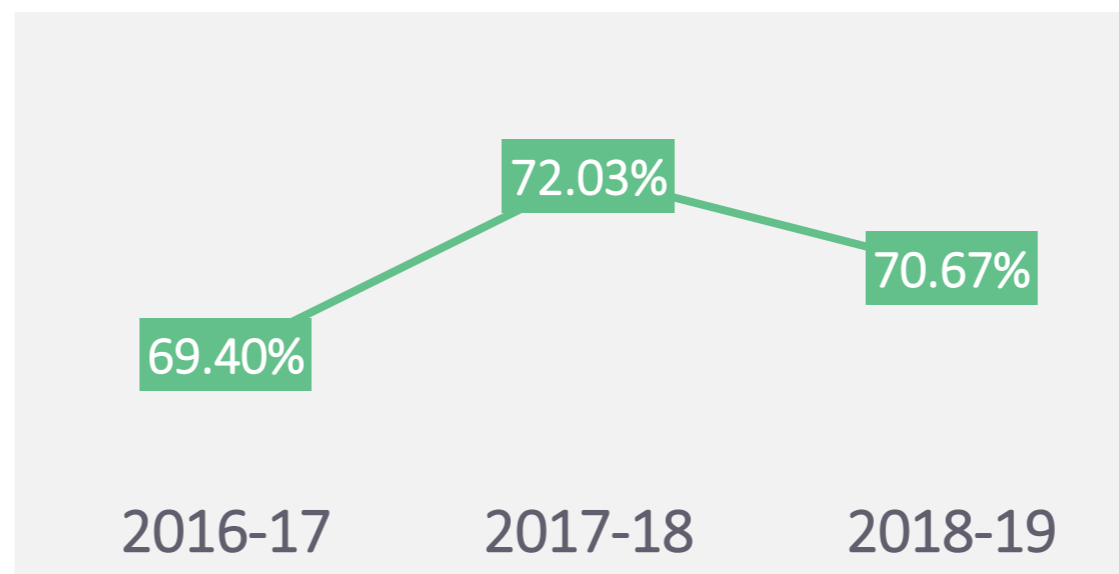
MEAN AVERAGE ORDINARY PAY GAP



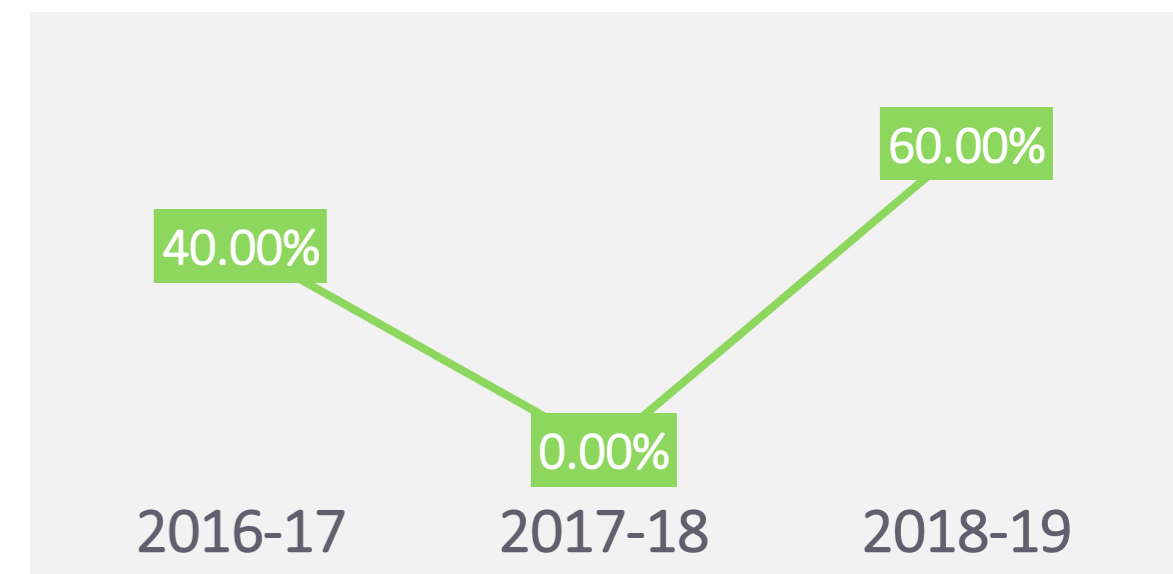
MEDIAN ORDINARY PAY GAP



MEAN AVERAGE BONUS PAYMENT PAY GAP



MEDIAN BONUS PAYMENT PAY GAP



OUR GENDER PAY GAP BY CONTRACT TYPE

