

## Gender Pay Reporting

Sherwood Forest Hospitals NHS Foundation Trust's mean gender pay gap; median gender pay gap; mean gender bonus gap; median gender bonus gap; quartile distribution and bonus proportion analysis as at March 2020, are shown below.

### Gender pay gap (mean and median average)

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£21.77	£15.63
Female	£15.12	£13.45
Difference	£6.65	£2.19
Pay Gap %	<b>30.5%</b>	<b>14.0%</b>

### Gender bonus gap (mean and median average)

Gender	Mean Pay	Median Pay
Male	£12,508.2	£9,048.0
Female	£10,810.4	£6,032.0
Difference	£1,697.8	£3,016.0
Pay Gap %	<b>13.6%</b>	<b>33.3%</b>

### Proportion of men and women in each quartile of the organisation's pay structure

Quartile	Female	Male	Female %	Male %
1	1094	212	83.8%	16.2%
2	1112	196	85.0%	15.0%
3	1130	173	86.7%	13.3%
4	898	415	68.4%	31.6%

### Proportion of men and women receiving bonuses

Gender	Employees Paid Bonus	Total Relevant Employees	%
Male	59	124	47.6%
Female	18	58	31.0%

The figures in this report have been run using the gender pay gap ESR Business Intelligence reports; these are accurate and demonstrate Sherwood Forest Hospitals NHS Foundation Trust position as at March 2020.



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