**2021 Gender Pay Reporting – Data Summary**

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)**

|  |  |  |
| --- | --- | --- |
| **As 31st March 2021** | **Mean Hourly Rate** | **Median Hourly Rate** |
| **Male** | £22.82 | £15.66 |
| **Female** | £15.02 | £12.45 |
| **Difference** | £7.81 | £3.20 |
| **Pay Gap %** | **34.2%** | **20.5%** |

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

|  |  |  |  |
| --- | --- | --- | --- |
| **As 31st March 2021** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| **Male** | 57 | 129 | 44.2% |
| **Female** | 17 | 60 | 28.3% |

**Proportion of men and women in each quartile of the organisation’s pay structure**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **As 31st March 2021** | **Female** | **Male** | **Female %** | **Male %** |
| **1 - Lower** | 1342 | 238 | 84.9% | 15.1% |
| **2 – Lower Middle** | 1414 | 259 | 84.5% | 15.5% |
| **3 – Upper Middle** | 1376 | 252 | 84.5% | 15.5% |
| **4 - Upper** | 1105 | 523 | 67.9% | 32.1% |

**Proportion of men and women receiving bonuses**

|  |  |  |  |
| --- | --- | --- | --- |
| **As 31st March 2021** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| **Male** | 57 | 129 | 44.2% |
| **Female** | 17 | 60 | 28.3% |

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 2021.



Clare Teeney – Director of People