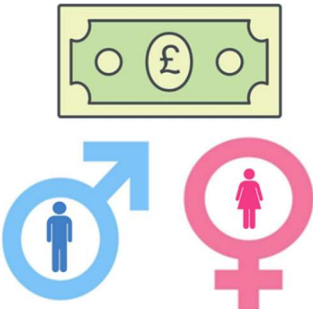




GENDER PAY GAP REPORT 2023 (March 2022 data)

	<p>What is the gender pay gap?</p> <p>The gender pay gap measures the difference in the average hourly earnings of men and women in our organisation. This is different from equal pay, which is the pay difference between men and women who do equal work.</p>
	<p>Why do you have this report?</p> <p>As an organisation with 250 or more staff, we must publish the gap in earnings between men and women and we must send our data to the Government.</p>
	<p>Jobs in our organisation</p> <p>Trained people must review Job Descriptions at the Trust. The NHS nationally sets grades for jobs, and they have different grades based on tasks and responsibilities.</p>
	<p>Our staff</p> <p>We have 6,833 people who work for us. We have 5,620 women and 1,123 men. Women make up 78.4% of our workforce and men make up 21.6% of the workforce.</p>
	<p>The data</p> <p>The data tables show the mean average and the median average pay. The mean average is calculated by totalling all hourly earnings and dividing by the number of employees. The median is the middle value of all employees' hourly earnings.</p>

	<h3>Our gender pay gap</h3> <table border="1" data-bbox="502 212 1476 582"> <thead> <tr> <th>As 31st March 2022</th> <th>Mean Hourly Rate</th> <th>Median Hourly Rate</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>£23.08</td> <td>£18.47</td> </tr> <tr> <td>Female</td> <td>£16.44</td> <td>£15.91</td> </tr> <tr> <td>Difference</td> <td>£6.65</td> <td>£2.56</td> </tr> <tr> <td>Pay Gap %</td> <td>28.8%</td> <td>13.8%</td> </tr> </tbody> </table> <p>The percentage difference for the mean average hourly rate of pay is 28.8%, which is less than last year.</p> <p>The percentage difference for the median hourly rate of pay is 13.8%, which is also less than last year.</p>	As 31 st March 2022	Mean Hourly Rate	Median Hourly Rate	Male	£23.08	£18.47	Female	£16.44	£15.91	Difference	£6.65	£2.56	Pay Gap %	28.8%	13.8%										
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	<h3>Why is there a gap?</h3> <p>We have more men in higher paid jobs than women.</p> <p>We put staff data into four sections from lowest paid (1 – Lower) to highest paid (4 – Upper) and this shows more men in higher paid jobs than lower ones.</p> <table border="1" data-bbox="502 1310 1476 1646"> <thead> <tr> <th>As 31st March 2022</th> <th>Female</th> <th>Male</th> <th>Female %</th> <th>Male %</th> </tr> </thead> <tbody> <tr> <td>1 - Lower</td> <td>1,499</td> <td>234</td> <td>86.5</td> <td>13.5</td> </tr> <tr> <td>2 – Lower Middle</td> <td>1,412</td> <td>195</td> <td>87.9</td> <td>12.1</td> </tr> <tr> <td>3 – Upper Middle</td> <td>1,500</td> <td>260</td> <td>85.2</td> <td>14.8</td> </tr> <tr> <td>4 - Upper</td> <td>1,209</td> <td>524</td> <td>69.8</td> <td>30.2</td> </tr> </tbody> </table>	As 31 st March 2022	Female	Male	Female %	Male %	1 - Lower	1,499	234	86.5	13.5	2 – Lower Middle	1,412	195	87.9	12.1	3 – Upper Middle	1,500	260	85.2	14.8	4 - Upper	1,209	524	69.8	30.2
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	<h3>Bonus pay</h3> <p>Bonuses are only paid to some Consultants in our organisation who meet national rules and in 2022, a total of 176 consultants had a bonus.</p>																									



Bonus pay gap

As 31 st March 2022	Mean Pay	Median Pay
Male	£11,841.85	£8,526.47
Female	£10,719.16	£6,032.04
Difference	£1,122.69	£2,494.43
Pay Gap %	9.48%	29.26%

The pay gap % in the table is less than last year. When consultants first had bonus pay in 2018, the gap was over 65% so over the years, the gap between men and women is much less.

The gap can be because of how long a consultant has worked with for us or if they work part-time or if they have been off work (for example, if someone has been poorly).



Closing the gap

What we did last year to close the gender pay gap were:

- ✓ Introduction of a Women's staff network
- ✓ We now have an Executive Lead for gender fairness
- ✓ We have continued to let people work in different ways, for example, working from home
- ✓ We have training to help managers to see when they are treating people differently to try and stop that from happening.



Actions for 2023 to 2024

Based on the data in this report, we will take these actions to help close the gender pay gap:

- ✓ Make sure that people who interview for jobs are men and women to make it fair

	<ul style="list-style-type: none">✓ Help women to develop in their jobs so they can do higher paid jobs✓ Do a review of pay for men and women in different teams to get more information and change pay if we need to.
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We make sure our actions are part of our People strategy which sets out what we want to achieve for our staff. Updates on our progress will be reported to our People, Culture, and Improvement Committee.