

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 31 st 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 31 st 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 31 st 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 31 st 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.



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