

## 2023 Gender Pay Reporting [2022 data] – 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 2022, are shown below.

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

As 31 <sup>st</sup> 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%

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

As 31 <sup>st</sup> 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

### Employees receiving bonus payment

As 31 <sup>st</sup> March 2022	Employees Paid Bonus (eligible Consultants only)	Total Employees	%
Male	122	1,764	6.91%
Female	54	6,391	0.84%

### Bonus pay gap

As 31 <sup>st</sup> 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 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.



Rob Simcox – Director of People