

2024 Gender Pay Reporting [2023 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 2023, are shown below.

Gender pay gap (mean and median average)

As 31 st March 2023	Mean Hourly Rate	Median Hourly Rate
Male	£23.47	£18.19
Female	£17.23	£15.34
Difference	£6.25	£2.85
Pay Gap %	26.6%	15.7%

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

As 31 st March 2023	Female	Male	Female %	Male %
1 - Lower	1329	225	85.5%	14.5%
2 – Lower Middle	1277	278	82.1%	17.9%
3 – Upper Middle	1300	255	83.6%	16.4%
4 - Upper	1043	511	67.1%	32.9%

Employees receiving bonus payment

As 31 st March 2023	Employees Paid Bonus	Total Employees	%
Male	46	1269	3.6%
Female	14	4949	0.3%

Bonus pay gap

As 31 st March 2023	Mean Pay	Median Pay
Male	£11,293	£8,924
Female	£6,308	£4,996
Difference	£4,985	£3,308
Pay Gap %	44.1%	39.9%

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 2023.



Rob Simcox – Director of People