

## 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 <sup>st</sup> 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 <sup>st</sup> 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 <sup>st</sup> March 2023 | Employees Paid Bonus | Total Employees | %    |
|--------------------------------|----------------------|-----------------|------|
| Male                           | 46                   | 1269            | 3.6% |
| Female                         | 14                   | 4949            | 0.3% |

### Bonus pay gap

| As 31 <sup>st</sup> 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