

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this annually within one calendar year of March 30th. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Our Trust Gender Pay Gap in the second year of reporting (data as at 31 March 2018) is as below (figures for year 1, 31 March 2017 in **red brackets**):-

- Women's hourly rate is **14.8%** (**15.6%**) **lower (mean)** and **3.6%** (**4.5%**) **lower (median)**.
- Top salary quartile has **28.5%** (**28.7%**) **men** and **71.5%** (**71.3%**) **women**
- Upper middle salary quartile has **22.9%** (**22.3%**) **men** and **77.2%** (**77.7%**) **women**
- Lower middle salary quartile has **22.2%** (**21.9%**) **men** and **77.8%** (**78.1%**) **women**
- Lower salary quartile has **19.3%** (**18.1%**) **men** and **80.7%** (**81.9%**) **women**
- Women's bonus pay is **28.0%** (**25.7%**) **lower (mean)** and **-3.4%** (*ie 3.4% higher*) (**8.3%**) **lower (median)**
- **2.8%** (**3.6%**) **of men** and **0.2%** (**0.4%**) **of women** received bonus pay

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap over the coming years. Our data as at 31 March 2018 shows we are generally heading in the right direction, but still have further work to do.

Further details about how we intend to tackle our gender pay gap can be found by:

- contacting the HR department or Trust Diversity and Inclusion Lead
- looking at our Trust website
- joining the Gender Pay Reporting Steering Group

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our HR and payroll records. All employees can confirm and update their records if they choose to by contacting WorkforceInformationESR@combined.nhs.uk

You can learn more about Gender Pay Reporting by visiting

www.acas.org.uk/genderpay