

Gender Pay Gap Report

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

We are pleased to have the opportunity for the first time to report on our gender pay gap under the Equality Act 2010. This report concerns all of our employees.

The data shared must include:

PAY GAP, MEAN AND MEDIAN - the difference in hourly pay of male and female full-time relevant employees, expressed as a percentage of the hourly pay of male relevant employees.

BONUS PAY GAP, MEAN AND MEDIAN – which refers to bonus pay paid to male and female relevant employees during the 12 months prior to the snapshot date, expressed as a percentage of the bonus pay paid to male relevant employees.

BONUS PAY PROPORTION – which refers to male relevant employees who received a bonus in the 12 months, expressed as a percentage of the male relevant employees; female relevant employees who received a bonus in the 12 months, expressed as a percentage of the female relevant employees.

QUARTILES – workforce organised into evenly sized quartiles based on ranking of all full-pay individuals from highest to lowest by hourly rate of pay. Reports on each quartile show the number of full-pay male and females in each quartile as a percentage of the total in the quartile.

ALL STAFF

Mean gender pay gap
Median gender pay gap

Women's earnings are:
18.2% lower
24.8% lower

ADMIN

Mean gender pay gap
Median gender pay gap

Women's earnings are:
23.5% Lower
23.5% Lower

CLINICAL

Mean gender pay gap
Median gender pay gap

Women's earnings are:
1.3% Lower
2% Higher

MANAGER

Mean gender pay gap
Median gender pay gap

Women's earnings are:
19.5% Lower
27.3% Lower

Pay Quartile

For All Staff

■ Women ■ Men

