

## Gender Pay Gap Headline Figures – 1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019

Data to be published by 31<sup>st</sup> March 2020 on the Government portal and on our website – highlighted figures are the actual figures we have to upload.

### Overall Data:

Gender	Mean Hourly Rate	Median Hourly Rate
Male	22.4327	16.4535
Female	14.7378	12.6572
Difference	7.6949	3.7964
Pay Gap %	<b>34.30</b>	<b>23.07</b>

### Pay by Quartile Data:

Quartile	Female	Male	Female %	Male %
Lower	211.00	80.00	<b>72.51</b>	<b>27.49</b>
Lower- Middle	231.00	61.00	<b>79.11</b>	<b>20.89</b>
Upper-Middle	237.00	55.00	<b>81.16</b>	<b>18.84</b>
Upper	140.00	152.00	<b>47.95</b>	<b>52.05</b>

### Bonus Pay Data:

Percentage of employees who received a bonus %	Male	Female
	<b>8.4%</b>	<b>0.4%</b>

Difference in bonus pay %	Mean %	Median %
	<b>46.9</b>	<b>53.3</b>

Further breakdown of the data is included in the narrative report showing differences in data when medical staff are removed from the data.