

<b>Report to:</b>	Workforce Committee	<b>Agenda item:</b>	
<b>Date of Meeting:</b>	Tbc		

<b>Report Title:</b>	Gender Pay Gap 2018 Salisbury NHS Foundation Trust			
<b>Status:</b>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>	<b>Approval</b>
	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
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## **1. Introduction:**

The data presented below follows the regulatory requirements under Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It covers the key questions asked by the Government Equalities Office, duplicating the same format.

In order to eradicate the gender pay gap we need to develop a further understanding of the data. As part of our deeper understanding we plan to deep dive into specific senior roles to understand the male versus female ratio and salary differences. We will also develop a trajectory plan to balance out the overall gender pay gap.

Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work.

In common with other NHS organisations, Salisbury NHS Foundation Trust has a predominately female workforce. Given that 78% of our workforce is female, it is also the case that women outnumber men at most levels within the organisation.

However, the fact that there are greater numbers of men in the upper pay quartiles compared to the lower pay quartiles has a direct impact on our gender pay gap data.

## **2. Gender Pay Gap Reporting Requirements:**

The Trust collected our data on the 31<sup>st</sup> March 2017 when our workforce consisted of 2781 women and 810 men. The figures show that the Trust has a mean gender pay gap of

**Data Table 3.1**

The table shows that the mean pay gap is higher than the median 24.95% versus 8.08%. This is because a few higher paid individuals pay can influence the average (mean). The median looks at the mid point of all staff pay rates ranked from lowest to highest.

Gender	Avg. Hourly Rate	Median Hourly Rate
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Table 3.3.2 shows that, of all employees 65 men were paid bonuses (Clinical Excellence Awards) and 36 women. We would expect this data to change as we continue the trajectory growth of women medical consultants in our workforce.

*(Clinical Excellence Awards- applicable to consultant clinicians only)*

Gender	
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Declaration: **ADD SIGNATURE**

