



## Gender Pay Report 2017

The Gender Pay Gap measures the mean and median difference between the average hourly pay of all males and females across the Trust at the snapshot date of 5<sup>th</sup> April 2017. Additionally the base data is broken down into quartiles and on comparison you get an indication of the distribution of men and women in each quartile.

At the snapshot date the Trust had 344 employees with a greater proportion of woman to men, which is typical in the Health and Social Care Sector.

The Trust fundamentally believe in advocating inclusivity and diversity and support the moral and social drivers to promote gender equality. We are therefore delighted to be able to report the following data:

*Mean Gender Pay Gap Calculation: Females are paid 3.9% more than Male employees*  
Male Mean Average - £9.73  
Female Mean Average – £10.12

*Median Gender Pay Gap Calculation: Females are paid 2.4% less than Male employees*  
Male Median Average - £8.34  
Female Median Average - £8.14

*Lower Quartile –*  
Female 67.4%  
Male 32.6%

*Lower Middle Quartile –*  
Female 83.5%  
Male 16.5%

*Upper Middle Quartile –*  
Female 77.9%  
Male 22.1%

*Upper Quartile –*  
Female 71.8%  
Male 28.2%

NB: The Trust do not pay bonuses and therefore no calculations were completed for mean or median bonus gender pay gap nor the proportion of males and females receiving a bonus payment.

For and on behalf of Dame Hannah Rogers Trust:.....  
James Derrick, Director of Finance. 29/03/2018

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