

Gender pay gap reporting

April 2018

Snapshot Date: 5 April 2017
Employer Size: 250 to 499 employees
Person responsible: Steve Essam (Interim Head of HR)

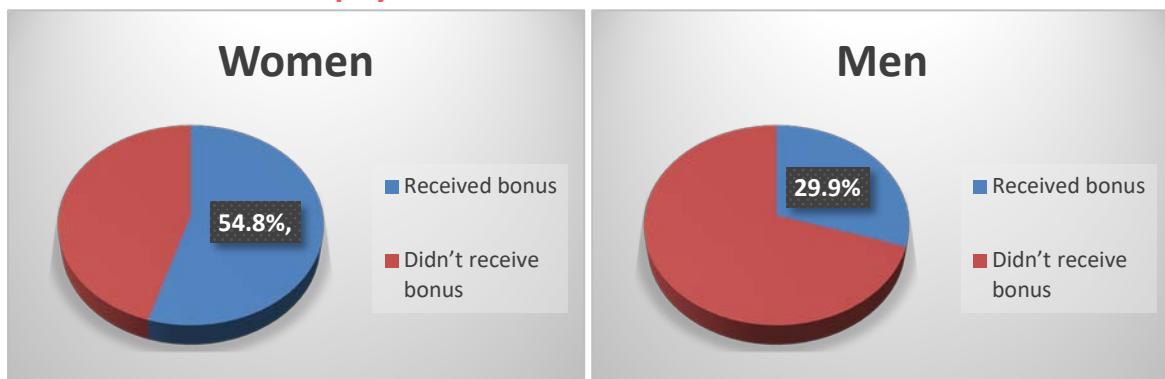
Difference in Hourly Rate

- Women's mean hourly rate is 11.6% lower than men's
- Women's median hourly rate is 0% lower than men's

Proportion of women in each pay quartile

	Women	Men
Top quartile	73.7%	26.3%
Upper middle quartile	92.2%	7.8%
Lower middle quartile	68.7%	31.3%
Lower quartile	62.8%	37.2%

Who received bonus pay



Difference in bonus pay

- Women's mean bonus pay is 46.65% lower than men's
- Women's median bonus pay is 45.42% lower than men's

In reviewing the business, we note that our data is affected by large proportion of females in selected roles e.g. nursing which is not unusual in the healthcare sector. However, for roles of a similar grade and nature, we note that both men and women are paid equally (e.g. a male and female nurses or male and female doctors are paid on the same basis).

We continue to adopt a resourcing approach which ensures equal access for all candidates to all positions and equal pay for those position based on grade, experience, length of employment and output.

This information can also be found on the following Gov.uk website:

<https://gender-pay-gap.service.gov.uk/viewing/employer-%2cfCgS9NGrTCFa7R-Y5S0wzw!!/report-2017>