



Gender Pay Gap report 2018/2019







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The following statement shows the gender pay gap and bonus gap at The Dudley Group NHS Foundation Trust at the "snapshot date" - i.e. 25 March 2019 (pay) and in the 12 months reference period to 25 March 2019 (bonus).

We firmly believe in gender equality across all aspects of our employment, including pay, and welcome the opportunity to present our information transparently in this way.

Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This report presents the following gender pay gap indicators which have been calculated for:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may a number of issues to deal with, and the individual calculations may help to identify what those issues are.



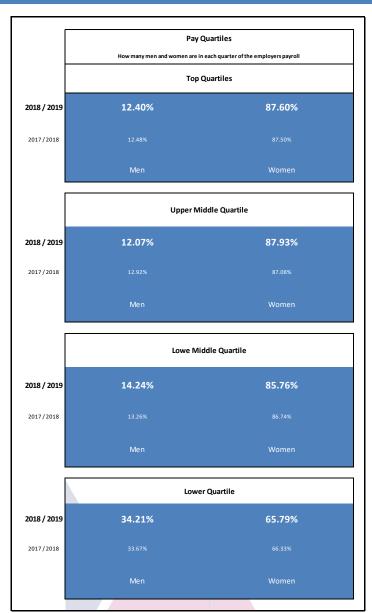


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	Women's hourly rate is:	
2018 / 2019	36.14%	22.41%
2017 / 2018		23.36%
	Lower (mean)	Lower (median)
	Women's bo	onus pay is:
2018 / 2019	9.63%	20.01%
2017/2018		18.66%
	Lower (mean)	Lower (median)
	Of those who rece	eived bonus pay:
2018 / 2019	7.01%	0.48%
2017/2018		
	Men	Women
Furth	ner information regarding the calcular be four	
	http://www.nhsemployers.c	org/genderpaygapreporting







Gender Pay Gap report – Comparison to previous year





Further analysis on our gender pay gap will be included in our annual Workforce Race Equality Standard (WRES) and our Workforce Disability Equality Standard (WDES) which are due to be published in late August 2019.

- Information regarding the Trust Equality & Diversity strategy can be found here.
- Information regarding the pay scales used in the NHS can be found here.
- Information regarding the calculations used to arrive at the Gender Pay Gap statistics can be found here.
- Information regarding WRES and WDES can be found <u>here</u>.





