



Gender Pay Gap report 2018/2019





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 be 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	38.50%	23.36%
	Lower (mean)	Lower (median)

Women's bonus pay is:		
2018 / 2019	9.63%	20.01%
2017 / 2018	13.80%	18.66%
	Lower (mean)	Lower (median)

Of those who received bonus pay:		
2018 / 2019	7.01%	0.48%
2017 / 2018	7.18%	0.49%
	Men	Women

Further information regarding the calculations used it arrive at these statistics can be found at :
<http://www.nhsemployers.org/genderpaygapreporting>

Pay Quartiles		
How many men and women are in each quarter of the employers payroll		
Top Quartiles		
2018 / 2019	12.40%	87.60%
2017 / 2018	12.48%	87.50%
	Men	Women

Upper Middle Quartile		
2018 / 2019	12.07%	87.93%
2017 / 2018	12.92%	87.08%
	Men	Women

Lower Middle Quartile		
2018 / 2019	14.24%	85.76%
2017 / 2018	13.26%	86.74%
	Men	Women

Lower Quartile		
2018 / 2019	34.21%	65.79%
2017 / 2018	33.67%	66.33%
	Men	Women





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 [here](#).

