

# Gender pay gap 2023-24...

The gender pay gap provides an overview of the average pay of male and female employees. It differs from equal pay, which looks at male and female employees receiving equal pay for work of equal value.

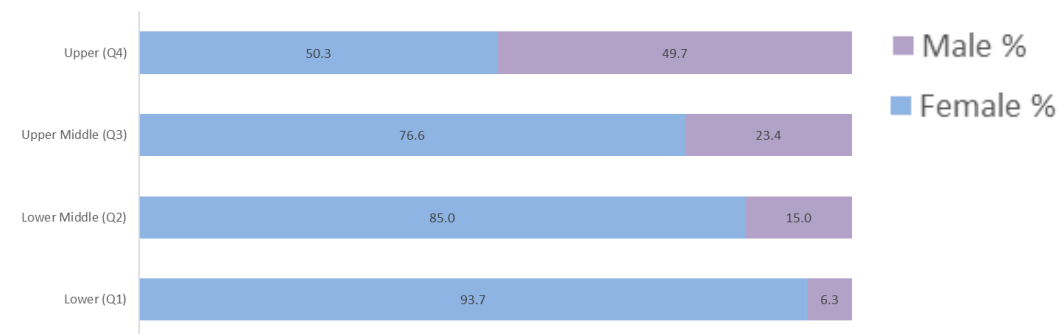
(March 2023 data)

## Mean gender pay gap

Gender	Hourly Rate
Male	£46.13
Female	£27.99
Gender Pay Gap (%)	39.3%



The proportion of male and female employees in the upper, upper middle, lower middle and lower pay quartiles

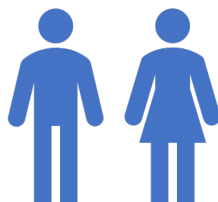


## Median gender pay gap

Gender	Median Hourly Rate
Male	£44.54
Female	£24.40
Gender Pay Gap (%)	45.2%

As of the 31st March 2023, the organisation comprised 703 employees.

Of this, 536 employees (76.2%) were female and 167 employees (23.8%) were male.



\*NHS ESR used to collect data only allows for male or female categories, limiting our ability to gather data on other gender identities

## Strategy moving forward to reduce the gender pay gap

### Recruitment and Inclusion

- Supporting career development by advertising vacancies internally first
- Debiasing the recruitment and selection process
- Deliver inclusive recruitment and unconscious bias training to interview panels

### Health and Wellbeing

- Support colleagues on maternity leave and encourage managers to utilise keeping in touch days effectively
- Promote caring roles for both genders
- Develop a Health and Care Passport

### Monitoring and Development

- Continue monitoring uptake of all Equality, Diversity and Inclusion training
- Review flexible and agile working policies
- Undertake annual reporting on recruitment and employment practices

### Communications

- Develop inclusive language, images, and branding
- Highlight female role models at all levels of the organisation and celebrate their success utilising appropriate awareness days and events