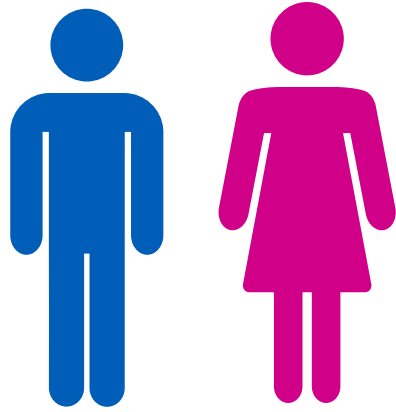


GENDER PAY GAP REPORT MARCH 2019

TRUST GENDER PROFILE

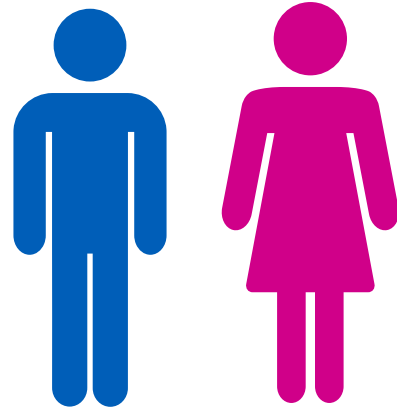
Trust overall gender split

18.30 % 81.70 %



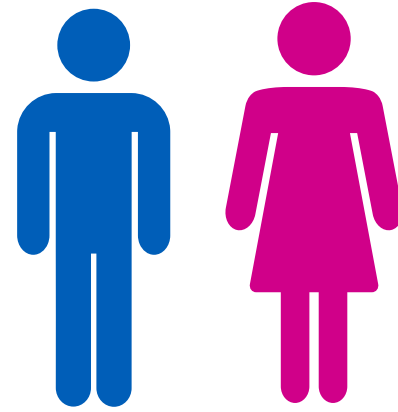
Trust medical staff

65.77 % 34.23 %

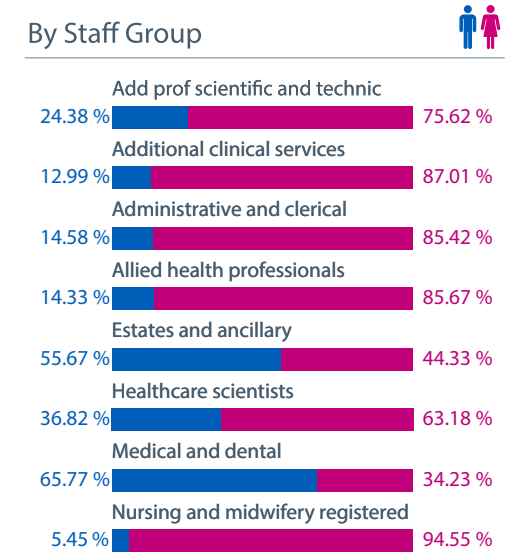


Trust AFC staff

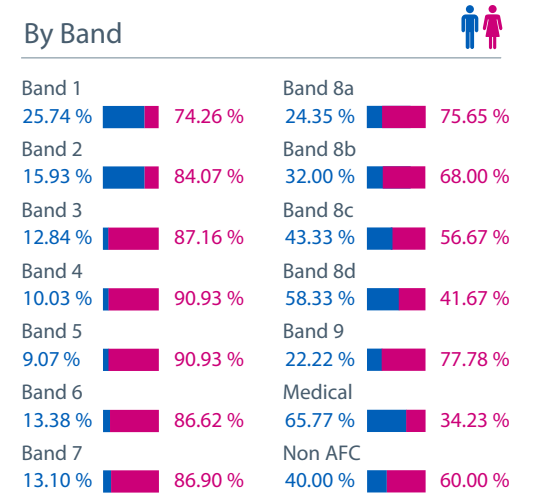
13.53 % 86.47 %



By Staff Group

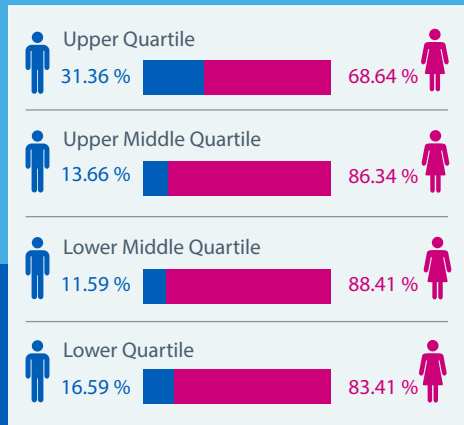


By Band



QUARTILE

Mean



AVERAGE PAY

Mean



Median

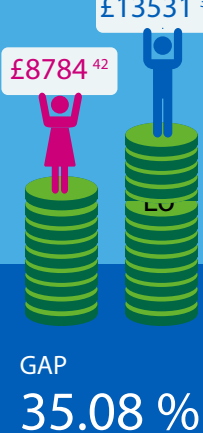


GAP 29.91 %

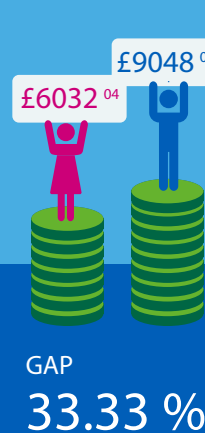
GAP 21.17 %

BONUS PAY

Mean



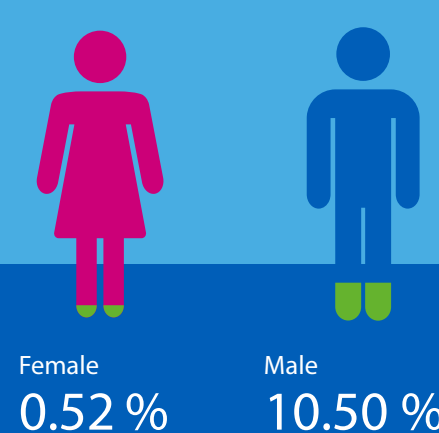
Median



GAP 35.08 %

GAP 33.33 %

Proportion of staff receiving bonus



Pay Gap By Staff Group

Staff Group	Pay Gap (%)
Add prof scientific and technic	6.56 %
Additional clinical services	0.57 %
Administrative and clerical	28.91 %
Allied health professionals	-3.77 %
Estates and ancillary	10.11 %
Healthcare scientists	7.77 %
Medical and dental	10.30 %
Nursing and midwifery registered	-1.76 %

Pay Gap By Band

Band	Pay Gap (%)
Band 1	1.11 %
Band 2	-0.09 %
Band 3	-1.51 %
Band 4	-6.06 %
Band 5	2.49 %
Band 6	-1.57 %
Band 7	-1.50 %
Band 8a	1.14 %
Band 8b	-2.25 %
Band 8c	-0.62 %
Band 8d	7.11 %
Band 9	13.70 %
Medical	10.30 %
Non AFC	3.27 %