

Gender pay gap report 2019

We're committed to providing a diverse and inclusive workplace, which reflects the communities we serve. We think it's important that all our colleagues are treated with fairness and equality, therefore colleagues doing the same job, in the same location, are paid the same*

We welcome the legal requirement for transparency on pay, however as the standard calculation doesn't take into account different roles or locations, the results are not comparing like for like.

The standard calculations show that on average our female colleagues are paid in total (including bonuses) four per cent more than their male colleagues. However, male colleagues receive 38.8 per cent more bonuses. This is because our clinical roles, which are professional, higher paid jobs, tend to attract more females, however the total remuneration for clinical roles doesn't include bonuses, to avoid any question that personal gain effect clinical decisions. Therefore this is not a gender issue.

We're proud of our figures below, which show our gender pay gap as at 5 April 2019.

Pay gap	Mean	Median
	Females 4% higher than males	Females 6.6% higher than males

Bonus gap difference	38.8%
Proportion of men receiving a bonus	13.6%
Proportion of women receiving a bonus	10.1%

Proportion of men and women in each pay quartile:		
Pay quartiles	Women	Men
One	47.6%	52.4%
Two	23.4%	76.6%
Three	33.2%	66.8%
Four	45%	55%

*unless the company is legally required to pay higher rates of pay as a result of TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006).