

## Gender Pay Gap Report Summary as at 31 March 2018

Employers in the UK with more than 250 staff are required by law to publish their gender pay gap data. A gender pay gap is the difference between the average hourly earnings of males and females with the figure expressed as a proportion of male earnings, however it is important to note that it is separate from equal (or unequal) pay.

The data for NHFT's gender pay gap is highlighted below:

### Gender Pay Gap:

Women's median hourly rate is **6.4% lower** than men's. In other words when comparing median hourly rates, **women earn 94p** for every **£1** that men earn.

Women's mean hourly rate is **20.1% lower** than men's. In other words when comparing mean hourly rates, **women earn 80p** for every **£1** that men earn.

### Pay Quartiles:

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation. Our workforce profile by gender is 85% women, 15 % men

#### Pay quartiles

Quartile	Female %	Male %
Lower	88%	12%
Lower middle	84%	16%
Upper middle	87%	13%
Top	80%	20%

### Bonus pay:

To recognise the contribution of colleagues in our improved Care Quality Commission (CQC) rating in 2017 a £12 payment was made to 100% of women and men in the organisation.

Women's bonus pay is 83% lower (mean) than men and equal at £12 for the median payment.

*\*The bonus pay gap includes bonuses in the form of money, vouchers, securities, securities options, or interests in securities which relate to profit sharing, productivity, performance, incentive or commission.*