

Gender Pay gap 2019

A full reiew was undertaken of all job roles across the whole trust to ensure people doing the same job were not paid on different salary scales. There were no such instances of pay discrimination found.

	2019	2018
Mean Hourly rate men	£20.16	£22.33
Mean Hourly rate women	£15.62	£16.23
Difference	£4.54	£6.10
Mean Gender pay gap	22.53%	27.32%
Median Pay gap	34.80%	35.78%

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	29.30%	31.16%	19.07%	13.02%
Female	70.70%	68.84%	80.93%	86.98%
Total	100.00%	100.00%	100.00%	100.00%

Both the mean and median pay gaps have narrowed slightly since 2018. This is due to the rise in the living wage and some higher paid male staff moving on from the trust during the year. The percentages in the different quartiles has not significantly changed since the previous year. This information needs to be completed for the government by the end of March 2019.