

GENDER PAY GAP DATA ANALYSIS – (AS AT 31 March 2019)

The key themes to note from the gender pay gap data are as follows:-

As at 31 March 2019, 82.5% of the Trust's workforce was female and 17.5% of the Trust's workforce was male.

Calderdale and Huddersfield Solutions Ltd (CHS) colleagues are excluded from this analysis.

The gender pay gap (difference in hourly rate of) as a mean is 31.7% and a median of 18.7%.

The mean gender pay gap has increased by 5.4% and the median by 10.3%. The 'employee by quartile' breakdown highlights a reduction in males from the lower quartile group which has led to the widening of the overall gender pay gap.

The Medical and Dental staff group has a major impact on the gender pay gap. Excluding Medical and Dental staff from the calculation significantly decreases the pay gap, to the extent that the overall mean pay gap changes from 31.7% in favour of men to 5.4%, the median is -0.7% (in favour of women).

The mean bonus pay gap between men and women is 57.1%, and the median is 96.7%. 7.1% of males compared to 1.7% of females received a bonus payment.

Long service awards have again been included as per the guidance for the 31 March 2018 submission.

The table below outlines the numbers of employees, broken down by gender, who received Long Service Awards in 2018/2019. 96.4% of Long Service Awards went to female colleagues in 2018/2019.

	25 Years	40 Years
Male	2	0
Female	38	15

The payments for Clinical Excellence Awards have a higher value than Long Service Awards. Only 40.0% of the higher value CEA payments went to females.

To note, Clinical Excellence Awards are limited to Consultant employees within the Medical and Dental staff group. The payment for the 2016/2017 CEAs was made in August 2018 and the payment for 2017/2018 awards was made in March 2019, so these are both included in this submission.