

GENDER PAY GAP DATA ANALYSIS – (AS AT 31 March 2020)

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

As at 31 March 2020, 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 30.9% and a median of 20.1%.

The mean gender pay gap has decreased by 0.8% and the median increased by 1.4%. The 'employee by quartile' breakdown highlights a reduction in males from the lower middle quartile group and an increase in the lower quartile.

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 30.9% in favour of men to 5.3%, the median is -0.4% (in favour of women).

The mean bonus pay gap between men and women is 49.6% a decrease of 7.5%, and the median is 96.7% - no change from the previous year. 8.7% of males compared to 1.9% of females received a bonus payment.

Long service awards have again been included as per guidance.

The table below outlines the numbers of employees, broken down by gender, who received Long Service Awards in 2019/2020. 89.1% of Long Service Awards went to female colleagues in 2019/2020.

	25 Years	40 Years
Male	4	2
Female	35	16

The payments for Clinical Excellence Awards have a higher value than Long Service Awards. Only 32.8% 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.