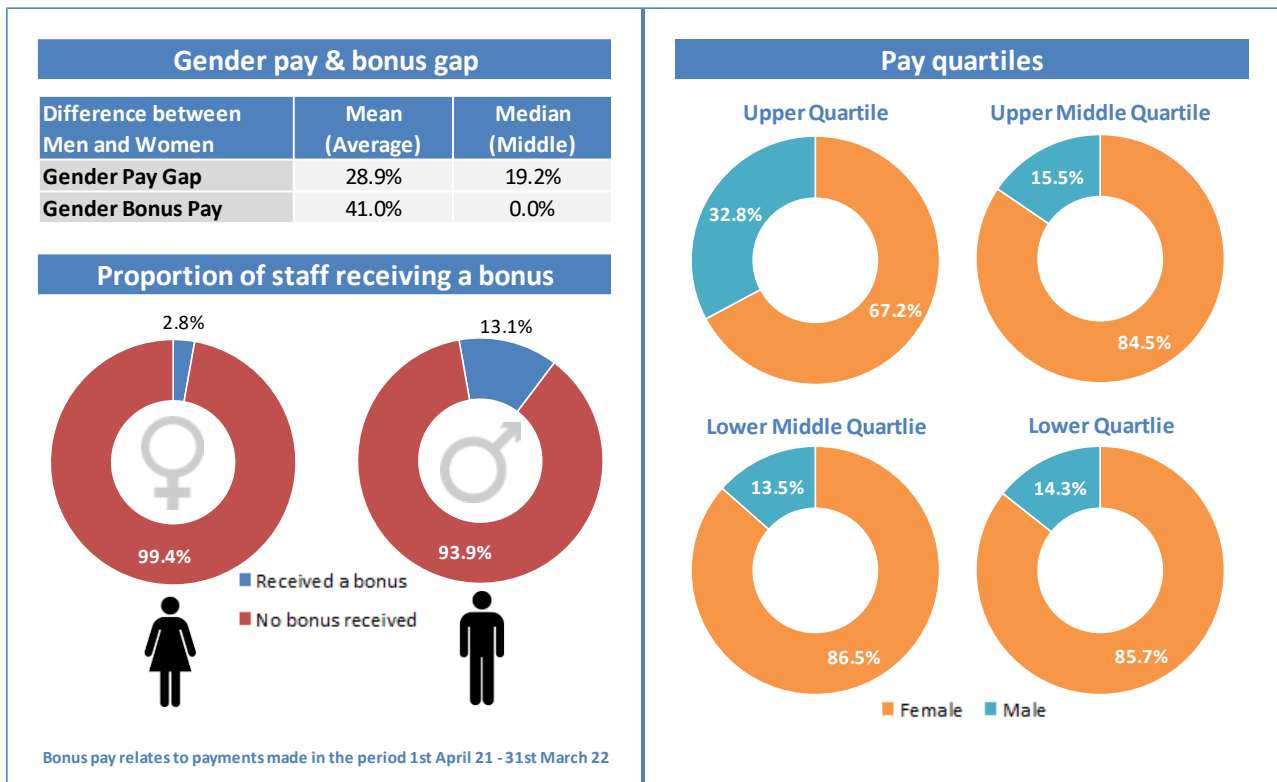


## APPENDIX 1

### GENDER PAY GAP DATA ANALYSIS – (As at 31 March 2022)

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

As at 31 March 2022, 81.5% of the Trust’s workforce was female and 18.5% of the Trust’s workforce was male.



The gender pay gap (difference in hourly rate of) as a mean is 28.9% and a median of 19.2%.

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

Appendix 3 shows the comparison of March 2022 data with the submitted position for 31 March 2021 both with and without CHS employees included. This shows that the mean gender pay gap has decreased by 1.3% while the median remains unchanged.

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 28.9% in favour of men to 5.7%, and the median from 19.2% to 2.7%.

The mean bonus pay gap between men and women is 41.0%, and the median is 0.0%. 13.1% of males received a bonus payment, compared to 2.8% of females.

Long service awards are included in the bonus payment calculation.

72 long service awards were given during the 2021-22 reporting year compared to 21 in 2020-21.

The table below outlines the numbers of employees, broken down by gender, who received Long Service Awards in 2021-2022. 81.9% of Long Service Awards went to female colleagues in 2021-22.

	25 Years	40 Years
Male	8	5
Female	40	19

The payments for Clinical Excellence Awards have a much higher value than Long Service Awards. Only 32% of CEA payments went to females.

To note, Clinical Excellence Awards are limited to Consultant employees within the Medical and Dental staff group.