



## Gender Pay Report 2018

The Gender Pay Gap measures the mean and median difference between the average hourly pay of all males and females across the Trust at the snapshot date. Additionally the base data is broken down into quartiles and on comparison you get an indication of the distribution of men and women in each quartile.

At the snapshot date the Trust had 276 employees with a greater proportion of woman (228) to men (48), which is typical in the Health and Social Care Sector.

The Trust fundamentally believe in advocating inclusivity and diversity and support the moral and social drivers to promote gender equality. Since our last report, there have been significant changes within the Trust, such as the reduction of staffing at our Seale Hayne site to diversify into a tenant only model, and a rationalisation of our senior management which was reflective of this. This has meant that at the snapshot date there were fewer females in senior positions within the Trust than at the previous snapshot date. In considering how to address this appropriately, the Trust are currently actively recruiting for a variety of roles across the Ivybridge site and are committed to embedding gender equality into any recruitment programmes.

*Mean Gender Pay Gap Calculation: Male employees are paid 9.35% more than Females employees.*

*Median Gender Pay Gap Calculation: Females are paid 0.25% less than Male employees*

*Lower Quartile –  
Female 86%  
Male 14%*

*Lower Middle Quartile –  
Female 80%  
Male 20%*

*Upper Middle Quartile –  
Female 87%  
Male 13%*

*Upper Quartile –  
Female 78%  
Male 22%*

NB: The Trust do not pay bonuses and therefore no calculations were completed for mean or median bonus gender pay gap nor the proportion of males and females receiving a bonus payment.

For and on behalf of Dame Hannah Rogers Trust:.....  
James Derrick, Director of Finance. 29/03/2019

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