

## **GENDER PAY GAP REPORTING (snapshot date 31<sup>st</sup> March 2024)**

The Gender Pay gap is the difference between the average male and female pay.

The Trust reports this annually and strives to close the gap, by ensuring that salaries are paid in line with the national pay scales adopted by the Trust.

The results for the snapshot date March 2024 are set out below.

Lower Quartile	Female	224	85.5%
	Male	38	14.5%
	Total	262	100.0%
Lower/Middle Quartile	Female	203	77.8%
	Male	58	22.2%
	Total	261	100.0%
Upper Middle Quartile	Female	186	71.3%
	Male	75	28.7%
	Total	261	100.0%
Upper Quartile	Female	160	61.1%
	Male	102	38.9%
	Total	262	100.0%
Totals	Female	773	73.9%
	Male	273	26.1%
	Total	1046	100.0%

		<b>2024</b>	<b>2023</b>
		<b>£/Hr</b>	<b>£/Hr</b>
Female	Median	14.31	14.15
	Mean	17.70	18.15
Male	Median	20.73	22.16
	Mean	22.29	22.94
Pay Gap	Median	30.97%	36.15%
	Mean	20.59%	20.88%

There are no bonus figures to report this year.