

2023 Gender Pay Reporting [2022 data] – Data Summary

Sherwood Forest Hospitals NHS Foundation Trust's mean gender pay gap; median gender pay gap; mean gender bonus gap; median gender bonus gap; quartile distribution and bonus proportion analysis as at March 2022, are shown below.

Gender pay gap (mean and median average)

As 31 st March 2022	Mean Hourly Rate	Median Hourly Rate
Male	£23.08	£18.47
Female	£16.44	£15.91
Difference	£6.65	£2.56
Pay Gap %	28.8%	13.8%

Proportion of men and women in each quartile of the organisation's pay structure

As 31 st March 2022	Female	Male	Female %	Male %
1 - Lower	1,499	234	86.5	13.5
2 – Lower Middle	1,412	195	87.9	12.1
3 – Upper Middle	1,500	260	85.2	14.8
4 - Upper	1,209	524	69.8	30.2

Employees receiving bonus payment

As 31 st March 2022	Employees Paid Bonus (eligible Consultants only)	Total Employees	%
Male	122	1,764	6.91%
Female	54	6,391	0.84%

Bonus pay gap

As 31 st March 2022	Mean Pay	Median Pay
Male	£11,841.85	£8,526.47
Female	£10,719.16	£6,032.04
Difference	£1,122.69	£2,494.43
Pay Gap %	9.48%	29.26%

The figures in this report have been run using the gender pay gap ESR Business Intelligence reports; these are accurate and demonstrate Sherwood Forest Hospitals NHS Foundation Trust position as at March 2021.



Rob Simcox – Director of People