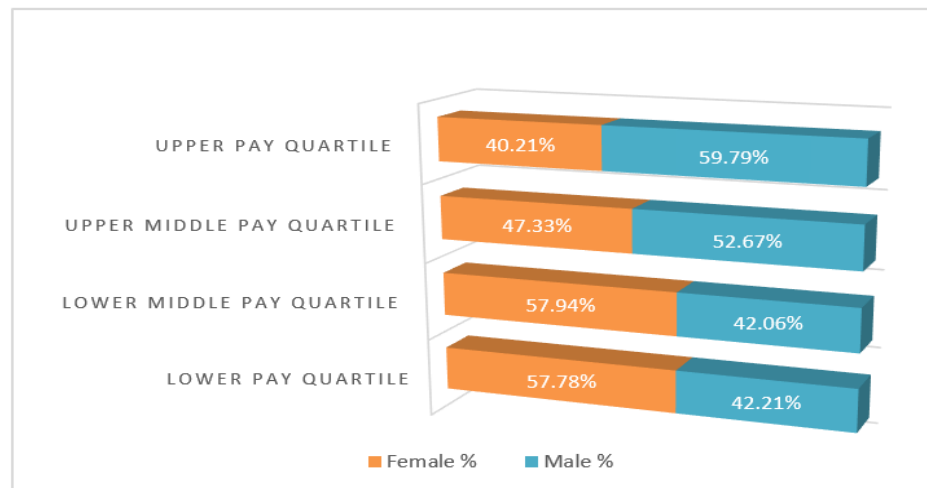
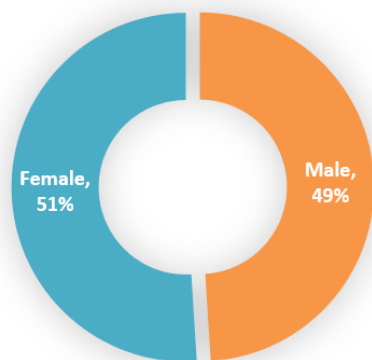


Gender Pay Gap as at 31st March 2019

The gender pay gap is different to equal pay. Equal pay looks at the pay differences between men and women carrying out the same jobs, similar jobs or work of equal value. Any equal pay issues are addressed by our adherence to Agenda for Change terms and conditions and pay framework, and our robust and objective job evaluation process. The gender pay gap figures are affected by differences in the gender composition across our job grades and roles. This infographic reflects our pay gap as at 31st March 2019.

Our workforce



Mean average hourly rate

8.95% difference

£13.22



£14.52



Median average hourly rate

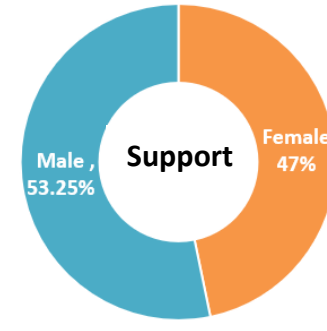
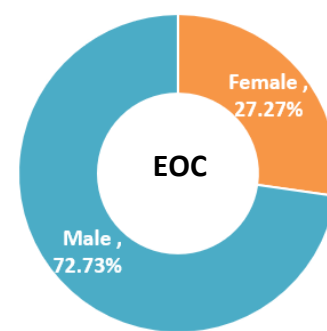
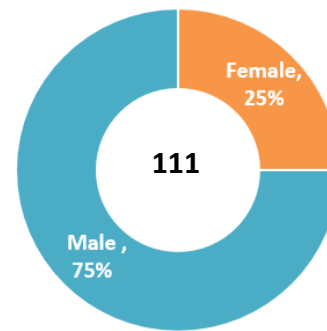
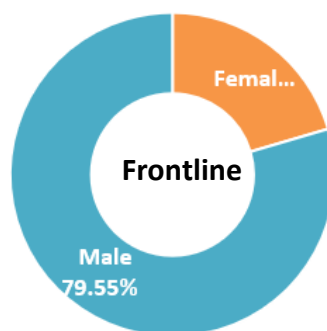
12.77% difference

£11.96



£13.71

Gender breakdown by service area for Agenda for Change pay bands 8 and above



Next Steps

- Improve promotion vacancies for senior positions to women
- Launch of our Gender Equality Network to coincide with International Women's Day 2020
- Seek organisational commit to gender diverse interview panels for all positions at Band 8+
- Launch the Springboard Women's Development Program