



# Gender Pay Gap report 2017/2018





The Dudley Group NHS Foundation Trust is committed to promoting equality, diversity and inclusive practice . Our aim is to provide a quality service where there are no barriers to access, where people matter most.

We shape our service delivery, employment practices, policies and procedures to reflect the Trust's values of:

- Care
- Respect
- Responsibility

Those values are at the centre of our culture and promotes our commitment to equality, diversity and inclusion in our services and our workplace.

There are a range of standards, guidelines and duties in place to support the organisation in its approach to equality, diversity and inclusion. This includes the national Equality Delivery System (EDS2), the Public Sector Equality Duty (PSED) and associated Equality Objectives and tools such as the Workforce Race Equality Standard (WRES). In addition, the Trust will now produce this report, a Gender Pay Gap (GPG) report annually.





The gender pay gap shows the difference in the average pay between all men and women in a workforce. The following statement shows the gender pay gap and bonus gap at The Dudley Group NHS Foundation Trust at the “snapshot date” - i.e. 5 April 2017 (pay) and in the 12 months reference period to 5 April 2017 (bonus).

We firmly believe in gender equality across all aspects of our employment, including pay, and welcome the opportunity to present our information transparently in this way.

Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This report presents the following gender pay gap indicators which have been calculated for:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay





As a Trust we use the national job evaluation framework for Agenda for Change staff to determine appropriate bandings; this provides a clear process of paying employees equally for the same or equivalent work. Each grade or 'banding' has a set of pay points for annual progression referred to as 'increments'. The longer period of time that someone has been in a grade the higher their salary is likely to be irrespective of their gender

The gender pay gap shows the difference in average pay of all men and the average pay of all women employed by the Trust. It is therefore possible to have genuine pay equality but still have a pay gap between the genders.

More information regarding the Agenda for Change contract and increments can be found on the NHS Employers website which can be found at the following link: <http://www.nhsemployers.org/agendaforchange>





## Women's hourly rate is

38.5%

LOWER  
(mean)

23.36%

LOWER  
(median)

## Women's bonus pay is

13.8%

LOWER  
(mean)

18.66%

LOWER  
(median)

## Of who received bonus pay

7.18%

MEN

0.49%

WOMEN

Further information regarding the calculations used to arrive at the above statistics can be found at:

<http://www.nhsemployers.org/genderpaygapreporting>

## Pay Quartiles

How many men and women are in each quarter of the employers payroll

### Top quartiles

12.48%

MEN

87.5%

WOMEN

### Upper Middle quartile

12.92%

MEN

87.08%

WOMEN

### Lower Middle quartile

13.26%

MEN

86.74%

WOMEN

### Lower quartile

33.67%

MEN

66.33%

WOMEN

