

Agenda Item 2 iv

Report to:	Trust Board of Directors	Date: 04 April 2024
Report from:	Oonagh Monkhouse, Director of Workforce and OD Onika Patrick-Redhead, Head of EDI Adam Radwell, Head of Workforce Information	
Principal Objective/ Strategy and Title:	2022/23 Gender Pay Audit Report	
Board Assurance Framework Entries:	Staff Engagement Recruitment Retention	
Regulatory Requirement	NHSE EDI Improvement Action Plan Equality Act Public Sector Equality Duty Well Led	
Equality Considerations:	The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all private and voluntary sector employers with 250 or more employees to report their gender pay gap.	
Key Risks:	Staff engagement, staff retention	
For:	For noting	

1. Purpose

- Government legislation means employers with 250 or more employees are required to publish their figures comparing men and women’s average pay across the organisation.
- The gender pay gap is the difference between the average earnings of men and women.
- The gender pay gap report must include:
 - Mean gender pay gap
 - Median gender pay gap
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of men in the organisation receiving a bonus payment
 - Proportion of women the organisation receiving a bonus payment
 - Proportion of men and women in each quartile pay band
- The attached report sets out the data that we will publish on our website by the 5th April 2024. We will develop an action plan of the measures we will put in place to address the key drivers of the pay gap. This plan will be developed in conjunction with the Women’s Network. It will be brought to the May 2024 Workforce Committee.

Board of Directors is requested to:

- Note the report that will be published on the Trust’s website.