

**Title:** Gender Pay Gap Report 2023  
**Author:** Becky Pennington, HR Manager  
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This 2023 report is a snapshot of all the workforce across the Trust taken on 31.3.22, based on a figure of 602 staff. Headline figures show the mean & median over the last four years.

	2020 Report (30.3.19)			2021 Report (31.3.20)			2022 Report (31.3.21)			2023 Report (31.3.22)		
	Male Hourly rate	Female Hourly Rate	GPG	Male Hourly rate	Female Hourly Rate	GPG	Male Hourly rate	Female Hourly Rate	GPG	Male Hourly rate	Female Hourly Rate	GPG
<b>Mean GPG %</b>	£20.42	£15.71	<b>23.1</b>	£20.69	£15.65	<b>24.3</b>	£21.50	£17.15	<b>20.23</b>	£25.50	£20.40	<b>20.02</b>
<b>Median GPG %</b>	£18.94	£13.20	<b>30.3</b>	£19.48	£13.64	<b>29.9</b>	£20.12	£14.60	<b>27.44</b>	£25.12	£14.26	<b>43.23</b>
<b>Quartile 1 %</b>	33.7	66.3		32.26	67.74		32.69	67.31		29.33	70.67	
<b>Quartile 2 %</b>	24.7	75.3		26.88	73.12		27.56	72.44		30.67	69.33	
<b>Quartile 3 %</b>	21.2	78.8		16.13	83.87		20.51	79.49		22.52	77.48	
<b>Quartile 4 %</b>	9.4	90.6		9.68	90.32		13.38	86.62		10.60	89.40	

*Quartiles are within the organisation and an even split of 25% of total staff.*