

Gender Pay Gap Report 2016/17



South West
Yorkshire Partnership
NHS Foundation Trust

KEY FINDINGS

Equal pay for work
of equal value

80%

of staff are covered
by Agenda for Change
arrangements.

These set out nationally determined
pay and conditions of service and are
designed so that all staff are paid
equally for the same work.

4,500 STAFF



of which
76% are female
24% are male

£14.41 is
the average
hourly rate
for **females**

£17.92 is
the average
hourly
rate for
males

19.6% gap between hourly rates for
females and males is largely due to:

The vast majority
of staff in pay
bands 1 and 2,
which are the
lowest pay rates,
are
female



A significant difference
between female and
male medical staff
below consultant level
– it seems that males
are undertaking more
on-call and additional
activities



40%
of female
medical
consultants



50%
of male
medical
consultants

receive Clinical Excellence
Award premiums

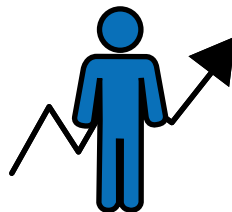
ACTIONS WE'RE TAKING

As part of our 2018/19 Workforce
Strategy Action Plan, we are:



Producing a further
PAY GAP REPORT
in **JUNE 2018** to
identify any changes

**WORKING TO
ATTRACT**
more male
applicants for bands
1 and 2 roles



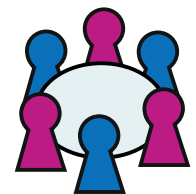
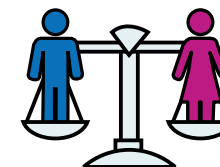
**CONTINUING TO
SUPPORT**
the living wage for
our staff

DEVELOPING
better career
pathways for lower
banded staff



REVIEWING
our Clinical
Excellence Awards
process so all staff
feel able and
confident to apply

MAKING SURE
there's fair and
equitable access
to all leadership
and management
development
opportunities



ENSURING
there's a gender
balance on all
senior appointments
panels

With **all of us** in mind.

Read the full report on our website at www.southwestyorkshire.nhs.uk