

Gender Pay Gap Report 2017/18



South West
Yorkshire Partnership
NHS Foundation Trust

KEY FINDINGS

We employ
4,400 STAFF

75% are female
25% are male

Average hourly rate:

£ Females £14.62
£ Males £18.23

Difference due to:
Female staff occupying largest portion of lower pay band jobs

33% of female medical consultants
43% of male medical consultants
receive a **Clinical Excellence Award bonus**

ACTIONS WE'RE TAKING

Removing **band 1**
and moving staff to **band 2**

Offering opportunities for
FURTHER DEVELOPMENT

Reviewing our
FLEXIBLE WORKING ARRANGEMENTS

Advertising all **SENIOR ROLES**
with potential for flexible working

Reviewing **DEVELOPMENT PROGRAMMES**
so all staff are represented

Making sure all senior appointments have input from **STAFF EQUALITY NETWORKS**

Developing **CAREER PATHWAYS**
for nursing and Allied Health Professionals supporting flexible working and return to practice

Making sure our **CLINICAL EXCELLENCE AWARD SCHEME**
encourages all staff to apply

With **all of us** in mind.