



Royal Devon & Exeter NHS Foundation Trust

Gender Pay Gap Report (March 2023)

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The pay gap based on the median average is the most reliable and widely used measure of gender pay equality. When the pay gap is measured using the mean average, this allows “outliers” at either end to distort the measure.

It is nationally recognised that a gender pay gap amongst medical consultants in England exists. A review by UCL academic Professor Dame Jane Dacre entitled ‘Mend the Gap: The Independent review into Gender Pay Gaps in Medicine in England’² was undertaken to understand the reasons behind this and to make recommendations to reduce the gender pay gap over the medium to long term.

3. REPORTABLE DATA

The data shown below is that which has been uploaded to the Gender Pay Gap Reporting Service website. There is no opportunity to add explanatory text on the website but this report will be uploaded to the Trust website as part of the reporting requirements.

Women's hourly rate is	
22.20% LOWER (mean)	7.01% LOWER (median)
Pay quartiles	
How many men and women are in each quarter of the employer's payroll.	
Top quartile	
32.77% MEN	67.23% WOMEN
Upper middle quartile	
17.78% MEN	82.22% WOMEN
Lower middle quartile	
20.81% MEN	79.19% WOMEN
Lower quartile	
20.47% MEN	79.53% WOMEN
Women's bonus pay is	
44.38% LOWER (mean)	35.42% LOWER (median)
Who received bonus pay	
4.60% OF MEN	0.53% OF WOMEN

4. NATIONAL BENCHMARKING

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from ONS³:

	Pay gap based on median average	Pay gap based on mean average
National benchmark	14.9%	13.9%
Human Health Activities	17.0%	20.8%
Hospital Activities	13.3%	21.2%

Commentary

