

Royal Devon & Exeter NHS Foundation Trust

**Gender Pay Gap Report
(Data as at 31st March 2021)**

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1. INTRODUCTION

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The Trust must both:

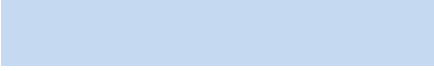
- publish their gender pay gap data and a written statement on their public-facing website;

- report their data to the government online using the gender pay gap reporting service.

This report fulfils our legal obligation **tt**

4. NATIONAL BENCHMARKING

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from ONS⁴:



Quartiles

Quartile	2020		2021		% change	
	Male	Female	Male	Female	Male	Female
Top	31.9%	68.1%	31.5%		-0.4%	
Upper middle	18.5%	81.5%	17.7%		-0.8%	
Lower middle	21.1%	78.9%	22.1%	77.9%	1.0%	-1.0%
Lower	19.9%	80.1%				

The information relating specifically to consultants suggests that gender inequalities with regards to accessing consultant jobs are improving, as the proportion of female consultants is