

**Royal Devon University Healthcare NHS
Foundation Trust**

**Gender Pay Gap Report
(March 2024)**

Contents

	Page
1. Introduction	3
2. Executive Summary	3
3. Reportable Data	4
4. National Benchmarking	4
5. Comparison with Previous Year	5
6. Sources of Pay Gaps	6
7.	

1.

2. EXECUTIVE SUMMARY

, using both the mean and the median indicator has continued to reduce. The equality gap regarding who receives bonus pay has also decreased, as indicated by the mean and median measures, however, despite this improvement there still remains a significant disparity between the percentage of men and women who receive bonus payments. Furthermore, the pay gap in terms of the average value of bonus pay remains high.

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

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	
21.83% LOWER (mean)	7.98% LOWER (median)

Bonus pay median average

	2023	2024	% change
Male	£9,048.00	£9,048.00	0.00%
Female			

7.