

Equal Pay Data 2021



Gender:

Job Family	F - GC as			M - GC as			BHR Variance (£)	BHR Variance (%)	Total GC	Average BHR
	F-GC	% of JF total	F - GC average BHR	M-GC	% of JF total	M - GC average BHR				
Administrative Services	4,884	83%	13.22	987	17%	15.59	2.38	15%	5,871	13.62
Allied Health Profession	2,845	87%	18.18	424	13%	17.42	-0.76	-4%	3,269	18.08
Dental Support	344	94%	13.71	23	6%	16.12	2.41	15%	367	13.86
Healthcare Sciences	1,517	66%	17.17	795	34%	17.70	0.53	3%	2,312	17.35
Medical Support	99	68%	15.23	47	32%	18.00	2.77	15%	146	16.12
Nursing and Midwifery	15,889	89%	15.90	2,046	11%	15.28	-0.62	-4%	17,935	15.83
Other Therapeutic	1,313	84%	21.50	257	16%	21.62	0.12	1%	1,570	21.52
Personal and Social Care	232	81%	19.94	53	19%	21.40	1.46	7%	285	20.21
Support Services	2,570	58%	10.71	1,856	42%	11.83	1.11	9%	4,426	11.18
Agenda for Change Staff	29,693	82%	15.54	6,488	18%	15.10	-0.44	-3%	36,181	15.46
Medical and Dental staff	2,069	52%	31.86	1,879	48%	35.48	3.62	10%	3,948	33.59
Senior Managers	36	61%	43.45	23	39%	46.70	3.25	7%	59	44.72
Total for Organisation	31,798	79%	16.64	8,390	21%	19.75	3.11	16%	40,188	17.29

F-GC Female gender count

M-GC = Male gender count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = Male BHR less Female BHR

Disability:

Job Family	DD - C as			DnD - C as			BHR	BHR	Total GC	Average BHR
	DD - C	% of JF total	DD - C average BHR	DnD - C	% of JF total	DnD - C average BHR	Variance (£)	Variance (%)		
Agenda for Change Staff	228	1%	15.13	35,953	99%	15.46	0.33	2%	36,181	15.46
Medical and Dental staff	19	0%	25.25	3,929	100%	33.63	8.38	25%	3,948	33.59
Senior Managers	0	0%	0.00	59	100%	44.72	44.72	100%	59	44.72
Total for Organisation	247	1%	15.91	39,941	99%	17.29	1.38	8%	40,188	17.29

DD - C = Disability Declared Count

DnD - C = Disability not Declared Count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = Disability not Declared BHR less Disability Declared BHR

BHR variance (%) = BHR variance (£) divided by Disability not Declared BHR

Ethnicity:

Job Family	EM - C as			WE - C as			BHR	BHR	Total GC	Average BHR
	EM - C	% of JF total	EM - C average BHR	WE - C	% of JF total	WE - C average BHR	Variance (£)	Variance (%)		
Staff for who information is not available									10,971	17.04
Agenda for Change Staff	1,034	4%	15.06	25,756	96%	15.78	0.72	5%	26,790	15.76
Medical and Dental staff	460	19%	33.31	1,925	81%	35.49	2.18	6%	2,385	35.07
Senior Managers	2	5%	46.78	40	95%	47.17	0.39	1%	42	47.15
Total for Staff who made a Declarat	1,496	5%	20.72	27,721	95%	17.20	-3.52	-20%	29,217	17.38
Total for Organisation									40,188	17.29

EM - C = Ethnic Minority Count

WE - C = White Ethnic Count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = White Ethnic BHR less Ethnic Minority BHR

BHR variance (%) = BHR variance (£) divided by White Ethnic BHR

Full-Time:

Job Family	F-FTC	F - FTC as % of JF total	F - FTC average BHR	M-FTC	M - FTC as % of JF total	M - FTC average BHR	BHR Variance (£)	BHR Variance (%)	Total GC	Average BHR
Administrative Services	2,901	78%	13.95	839	22%	16.30	2.35	14%	3,740	14.48
Allied Health Profession	1,480	80%	17.53	372	20%	17.44	-0.09	-1%	1,852	17.51
Dental Support	147	87%	14.12	22	13%	16.20	2.09	13%	169	14.39
Healthcare Sciences	1,002	58%	17.22	729	42%	17.96	0.73	4%	1,731	17.53
Medical Support	77	64%	15.11	43	36%	18.04	2.93	16%	120	16.16
Nursing and Midwifery	9,761	84%	16.02	1,824	16%	15.37	-0.65	-4%	11,585	15.92
Other Therapeutic	702	78%	19.71	197	22%	20.84	1.12	5%	899	19.96
Personal and Social Care	129	74%	20.68	46	26%	21.70	1.02	5%	175	20.95
Support Services	439	25%	12.01	1,304	75%	12.43	0.42	3%	1,743	12.32
Agenda for Change Staff	16,638	76%	15.93	5,376	24%	15.58	-0.35	-2%	22,014	15.84
Medical and Dental staff	1,492	47%	29.40	1,703	53%	34.87	5.47	16%	3,195	32.32
Senior Managers	35	64%	43.71	20	36%	47.11	3.40	7%	55	44.95
Total for Organisation	18,165	72%	16.64	7,099	28%	19.75	3.11	16%	25,264	17.99

F-FTC Female Full-Time count

M-FTC = Male Full-Time count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = Male BHR less Female BHR

Part-Time:

Job Family	F-PTC	F - PTC as % of JF total	F - PTC average BHR	M-FTC	M - PTC as % of JF total	M - PTC average BHR	BHR Variance (£)	BHR Variance (%)	Total GC	Average BHR
Administrative Services	1,983	93%	12.14	148	7%	11.59	-0.55	-5%	2,131	12.10
Allied Health Profession	1,365	96%	18.89	52	4%	17.30	-1.59	-9%	1,417	18.83
Dental Support	197	99%	13.41	1	1%	14.27	0.87	6%	198	13.41
Healthcare Sciences	515	89%	17.07	66	11%	14.85	-2.22	-15%	581	16.81
Medical Support	22	85%	15.65	4	15%	17.63	1.98	11%	26	15.96
Nursing and Midwifery	6,128	97%	15.70	222	3%	14.52	-1.18	-8%	6,350	15.66
Other Therapeutic	611	91%	23.55	60	9%	24.20	0.65	3%	671	23.61
Personal and Social Care	103	94%	19.02	7	6%	19.41	0.38	2%	110	19.05
Support Services	2,131	79%	10.44	552	21%	10.40	-0.05	0%	2,683	10.44
Agenda for Change Staff	13,055	92%	15.05	1,112	8%	12.80	-2.25	-18%	14,167	14.87
Medical and Dental staff	577	77%	38.23	176	23%	41.34	3.11	8%	753	38.96
Senior Managers	1	25%	34.39	3	75%	43.97	9.58	22%	4	41.57
Total for Organisation	13,633	91%	16.03	1,291	9%	16.76	0.73	4%	14,924	16.09

F-PTC Female Full-Time count

M-PTC = Male Full-Time count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = Male BHR less Female BHR