

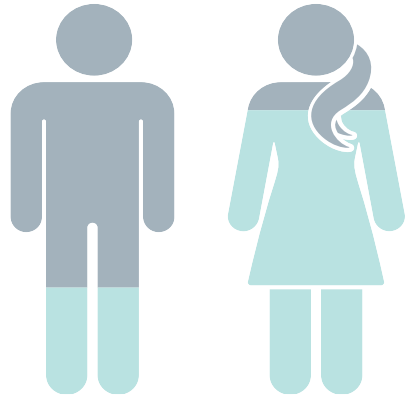
# Summary of the gender pay gap

Gender pay gap reporting is distinct from Equal Pay, which means that male and female employees receive equal pay for work of equal value. The gender pay gap refers to the overall picture of average pay of male and female employees.



**Cumbria, Northumberland,  
Tyne and Wear**  
NHS Foundation Trust

Our workforce has an employee base that is predominantly female



1527 employees    4227 employees

27%

73%

Median gender pay gap  
3.14% (in hourly pay)



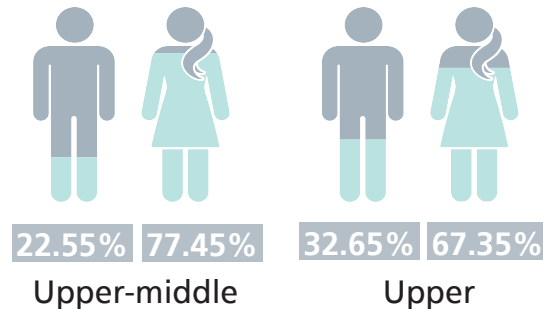
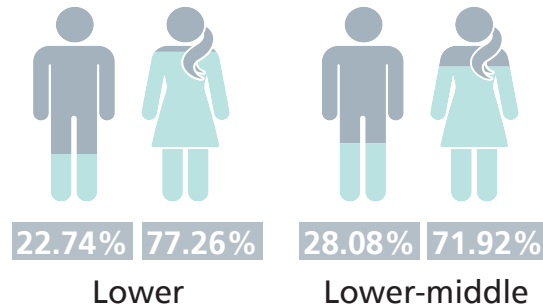
Median male hourly salary £13.71    Median female hourly salary £14.15

Mean gender pay gap  
13.39% (in hourly pay)



Average male hourly salary £18.19    Average female hourly salary £15.75

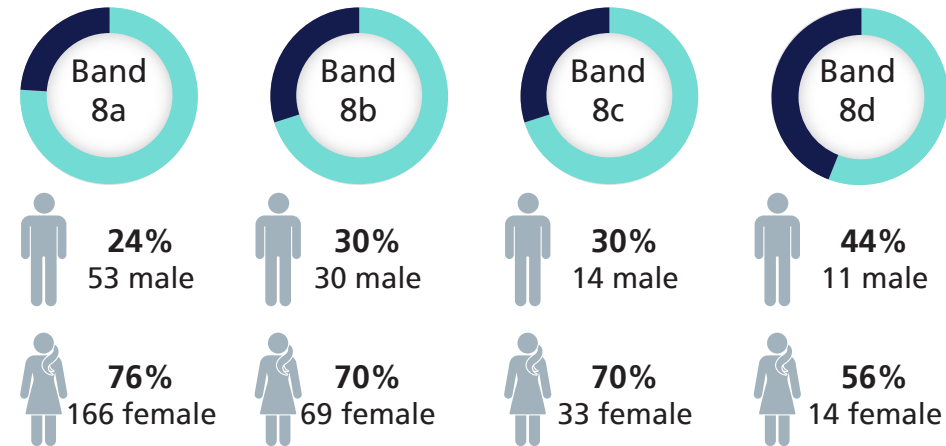
Proportion of males and females in each quartile



- 73% of our workforce is female.
- More females than males work part-time hours.
- More females than males hold lower banded posts.
- More females have taken out a salary sacrifice option.

The senior Agenda for Change grades

- More females hold posts 8a, b, c and d than males.



Our gender pay gap is  
**+3.14%**

Moving forward  
(to be agreed by Directors/GB)

- New Equality and Diversity strategy identifies gender pay as an item requiring further consideration.
- To continue to progress the actions identified last year.

Figures taken 31 March 2019