

## NHS Professionals Gender Pay Gap Reporting 2019

NHS Professionals is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

With a gender pay gap of -1.84% NHS Professionals Limited is confident that the small gap identified does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the pay that is attributed to these roles within the sector.

NHS Professional will continue to monitor the workforce in terms of gender and will undertake a review of associated Equal Opportunities Policies to ensure there is no gender bias.

### NHS Professionals Gender Pay Gap Reporting Figures:

Difference in mean hourly rate of pay	-1.84%
Difference in median hourly rate of pay	-6.43%
Difference in mean bonus	-18.74%
Difference in median bonus	-1.06%

#### Proportion of male and female who were paid bonus pay

Male	0.71%
Female	0.22%

#### Proportion of male and female employees according to quartile pay bands

	Male	Female
Lower	19.11%	80.89%
Lower middle	21.64	78.36%
Upper middle	16%	84%
Upper	17%	83%



Nick Keyte

Chief People Officer – NHS Professionals