

NHS Professionals Gender Pay Gap Report 2020.

This report sets out the NHS Professionals (NHSP) Gender Pay Gap statistics for 2020, and also provides side by side comparison from the previous 2 years.

NHSP is committed to treating all of our employees equally irrespective of protected characteristics and believe in creating an inclusive workplace where everyone is encouraged to thrive at work to the best of their ability.

The latest results show a slight increase in the Gender Pay Gap in favour of female employees (-2.29%), however we are confident that the gap does not stem from paying male and female employees differently for the same or similar work, rather it reflects the demographic split across different jobs and is broadly typical of the healthcare sector.

We will continue to monitor our pay approach to ensure that we maintain the principles of equality for all.

Gender Pay Gap Results.

All Workers	Results
Gender Pay Gap Mean	-2.29%
Gender Pay Gap Median	-8.14%
Bottom Quartile M	18.8%
Bottom Quartile F	81.2%
Lower Mid M	21.7%
Lower Mid F	78.3%
Upper Mid M	13.9%
Upper Mid F	86.1%
Upper M	15.1%
Upper F	84.9%
Bonus Mean	-7.91%
Bonus Median	-8.53%
% Received Bonus (M)	0.87%
% Received Bonus (F)	0.28%

Gender Pay Gap Over Time:

	2018	2019	2020
Gender Pay Gap Mean	-1.84%	-2.09%	-2.29%
Gender Pay Gap Median	-6.43%	-4.11%	-8.14%
Bottom Quartile M	19.1%	21.36%	18.80%
Bottom Quartile F	80.9%	78.64%	21.20%
Lower Mid M	21.6%	23.55%	21.72%
Lower Mid F	78.4%	76.45%	78.28%
Upper Mid M	16%	19.51%	13.89%
Upper Mid F	84%	80.85%	86.11%
Upper M	17%	19.41%	15.32%
Upper F	83%	80.59%	84.86%
Bonus Mean	-18.74%	-18.86%	-7.91%
Bonus Median	-1.06%	-12.87%	-8.53%
% Received Bonus (M)	0.71%	0.61%	0.87%
% Received Bonus (F)	0.22%	0.30%	0.28%

Nick Keyte



Chief People Officer

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