

Date	24 July 2023																																
Period	05 April 2023																																
Author	Lindsay Tait																																
Date for review	05/04/2024																																
Mean Pay	<p>The mean gender pay gap is the difference between the;</p> <ul style="list-style-type: none"> • Mean gross hourly pay of female employees • Mean gross hourly pay of male employees <p>Calculate % difference</p> <table border="1"> <thead> <tr> <th>Female</th> <th>Male</th> <th>Difference</th> <th>Comments/Narrative</th> </tr> </thead> <tbody> <tr> <td>13.28</td> <td>17.20</td> <td>29.52%</td> <td></td> </tr> </tbody> </table>	Female	Male	Difference	Comments/Narrative	13.28	17.20	29.52%																									
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Median Pay	<p>The median gender pay gap is the difference between the;</p> <ul style="list-style-type: none"> • Mid point gross hourly pay of female employees • Mid point gross hourly pay of male employees <p>Calculate % difference</p> <table border="1"> <thead> <tr> <th>Female</th> <th>Male</th> <th>Difference</th> <th>Comments/Narrative</th> </tr> </thead> <tbody> <tr> <td>11.58</td> <td>17.90</td> <td>35.30%</td> <td></td> </tr> </tbody> </table>	Female	Male	Difference	Comments/Narrative	11.58	17.90	35.30%																									
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Pay quartiles	<p>Divide your overall pay range into 4 equal quartiles Calculate number of men and women in each</p> <p>*403 positions at HCFE = 101 per quartile 2, 3 and 4, 100 in quartile 1</p> <table border="1"> <thead> <tr> <th colspan="2">1st quartile</th> <th colspan="2">2nd quartile</th> <th colspan="2">3rd quartile</th> <th colspan="2">4th quartile</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>78</td> <td>22</td> <td>67</td> <td>34</td> <td>42</td> <td>59</td> <td>50</td> <td>51</td> </tr> <tr> <td colspan="2">£5.28 - £10.58</td> <td colspan="2">£10.58 – £14.14</td> <td colspan="2">£14.14 - £17.90</td> <td colspan="2">£17.90 – 51.27</td> </tr> </tbody> </table>	1 st quartile		2 nd quartile		3 rd quartile		4 th quartile		Female	Male	Female	Male	Female	Male	Female	Male	78	22	67	34	42	59	50	51	£5.28 - £10.58		£10.58 – £14.14		£14.14 - £17.90		£17.90 – 51.27	
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Bonus pay	<p>All staff (excluding staff on NMW and NLW) received a 1% consolidated pay increase as of 01/08/2022</p> <p>In November 2022 all staff (excluding staff on NMW and NLW) are to receive a 1% non-consolidated pay award.</p>																																