

Freedom of Information Request

Ref: 23-707

4 October 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

I am writing to make a Freedom of Information (FOI) request in respect of equal pay at University Hospitals Bristol and Weston NHS Foundation Trust.

Specifically, I would like to request the following information:

- **The median hourly pay gap between men and women in your organisation, for the most recent financial year.**

University Hospitals Bristol and Weston's Median Gender Pay Gap for 2023 is 4.34% in favour of male employees.

- **The median hourly pay gap for full-time employees, for the most recent financial year.**

Among full-time employees, the 22/23 median gender pay gap was 11.42% in favour of male employees.

- **The median hourly pay gap for part-time employees, for the most recent financial year.**

Among part-time employees, the 22/23 median gender pay gap was 4.35% in favour of female employees.

- **The median hourly pay gap for senior managers and directors, for the most recent financial year.**

Among senior managers, the 22/23 median gender pay gap was 34.82% in favour of male employees. This arises from the two highest paid roles (Chief Executive and Medical Director) being held by men in a small pool. The mean pay gap (more relevant in a small pool) was 25.8%.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust