

# GENDER PAY GAP DATA 2021

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## Introduction

The Gender Pay Gap Data for 2021 has been generated using data collected from University Hospitals Bristol and Weston (UHBW) NHS Foundation Trust on the 'snapshot date' of 31st March 2021. This is due to the data collection methodology set by the Government Equalities Office, which requires data to be published by 30 March the following year.

University Hospitals Bristol and Weston NHS Foundation Trust was formed on 1 April 2020 following the merger of University Hospitals Bristol NHS Foundation Trust and Weston Area Health NHS Trust. This is therefore the first gender pay gap data set for the merged organisation.

## Gender Pay Gap Indicators

Organisations must publish and report:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

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	Percentage of staff by sex		Difference in Hourly Pay		Percentage of Women in Each Pay Quarter				Who Received Bonus Pay		Difference in Bonus Pay	
	Women	Men	Mean	Median	Lower	Lower middle	Middle upper	Upper	Women	Men	Mean	Median
UHBW 2021	73%	27%	18.3%	4.2%	76.5%	79.5%	82.7%	67.5%	0.9%	4.4%	20.0%	33.3%

These data show us that in UHBW:

- Women earn 96p for every £1 that men earn, when comparing median hourly pay
- Women occupy 67.5% of the highest paid jobs and 76.5% of the lowest paid jobs
- Women earn 67p for every £1 that men earn, when comparing median bonus pay
- When comparing mean (average) bonus pay, women's mean bonus pay is 20% lower than men's

The Gender Pay Gap Report can be accessed here:

[University Hospitals Bristol and Weston NHS Foundation Trust gender pay gap data for 2021-22 reporting year - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/94422/University_Hospitals_Bristol_and_Weston_NHS_Foundation_Trust_gender_pay_gap_data_for_2021-22_reporting_year_-_GOV.UK_-_GOV.UK_(gender-pay-gap.service.gov.uk))