

The ROYAL MARSDEN
NHS Foundation Trust

Gender Pay Gap Report

March 2018



NHS

Introduction

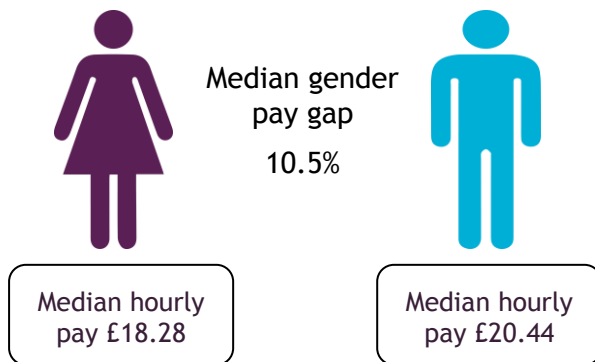
Under new legislation employers with more than 250 employees are required to publish their gender pay gap by 30th March 2018 and this report provides information about the gender pay gap at The Royal Marsden. Our data has been produced based on the Government's methodology, using the national NHS Business Intelligence reporting templates.

The gender pay gap shows the difference in the hourly pay between men and women. Gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who are carrying out the same jobs, similar jobs or work of equal value, whereas gender pay gap is the difference in hourly pay between men and women in an organisation.

What is our gender pay gap?

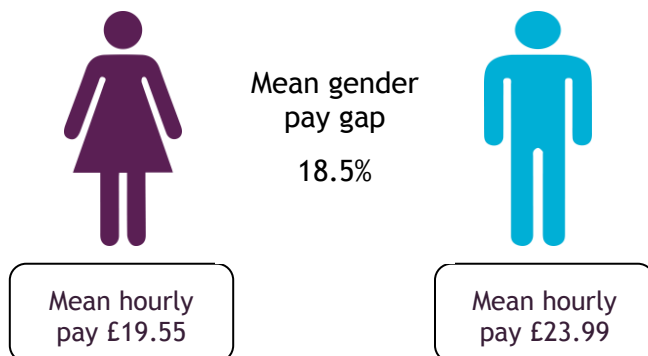
The data below shows our overall median and mean gender pay gap based on hourly rates of pay at the snapshot date of 31 March 2017 and bonuses paid in the year to the 31 March 2017.

Median hourly pay gap



Median hourly pay is the midpoint of hourly pay for females and for males.

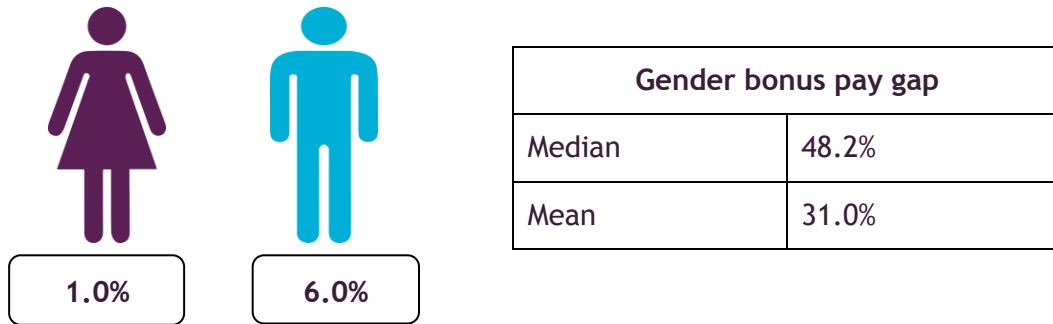
Mean hourly pay gap



Mean hourly pay is the sum of all hourly pay rates for females and for males divided by the number of employees in each gender.

Bonus pay

The proportion of all males and of all females who received a bonus during the 12 months up to the 31st March 2017 and the gender bonus pay gap at this date are shown below.



Proportion of males and female in each quartile band

The data below identifies the gender distribution across four equally sized pay quartiles, and is in lowest to highest pay order. The overall gender profile for the workforce is 78% female and 22% male.

