

Gender Pay Gap Report 2016/17

Western Sussex Hospitals
NHS Foundation Trust

KEY FINDINGS

7,226 employees



of which

76.45% are female

23.55% are male



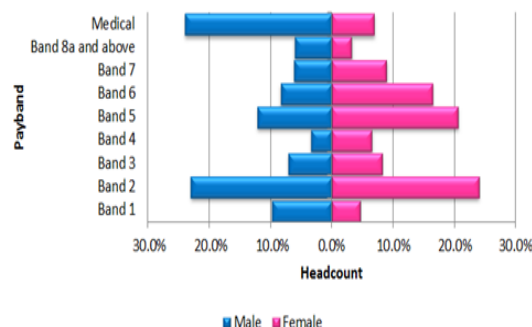
£14.73 is the average mean hourly rate for **females**

£18.32 is the average mean hourly rate for **males**



19.62% gap between hourly rates for females and males is largely due to:

Trust Substantive Staff by Payband - 31/03/2017



28.1% of female medical consultants

71.9% of male medical consultants

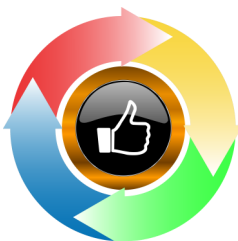
receive Clinical Excellence Awards

TAKING ACTION 2018/19

Produce a further **PAY GAP REPORT** in September 2018 to identify any changes



DEVELOP better career pathways for all lower paid staff



CONTINUING TO SUPPORT the living wage for our workforce

REVIEWING our Clinical Excellence Awards process so all staff feel able and confident to apply



MAKING SURE there is fair and equitable access to all leadership & management development opportunities