

Gender pay gap report 2017

The government has recently introduced legislation requiring businesses like us to publish pay and bonus metrics to show any overall earnings gaps between men and women. The gender pay gap is a highly complex subject with many contributing factors, but this is a prominent topic in our agenda as an issue to address.

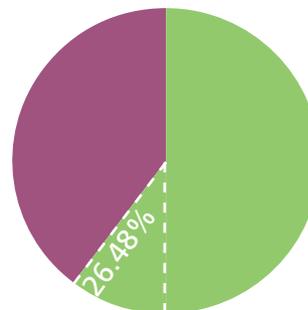
We are committed to being a fair employer by supporting both men and women within our business. Two thirds of our employees are women and we want them to progress their careers with us along with any new talent that we recruit. We have strong representation of women in senior positions across various functions and we have several initiatives in place to help improve our own gender pay gap for the future.

Gender pay gap results

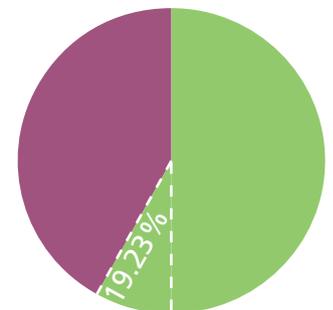
We make the below metrics publically available, in line with government requirements*:



Mean average gender pay gap



Median average gender pay gap



Mean average gender bonus gap**



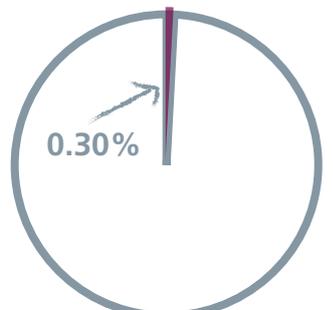
Median average bonus pay gap***



Proportion of men receiving a bonus



Proportion of women receiving a bonus



* NHS Property Services April 2017 data snapshot

** Mean average bonus for men was less than for women

*** Median average bonus for men was 12.25% higher than women

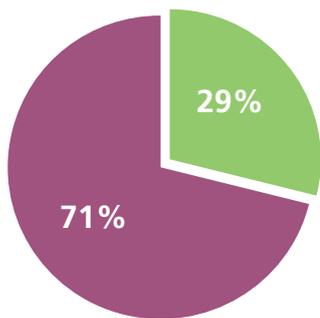
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Pay quartiles

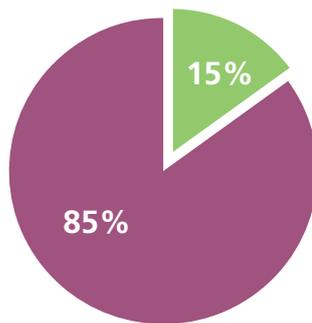
Below show the quartiles of men and women if we were to put all staff in order of earnings, then split them equally into four sections. Doing this derives the percentage of men and women in each quartile and shows what the distribution of men and women looks like by earnings.



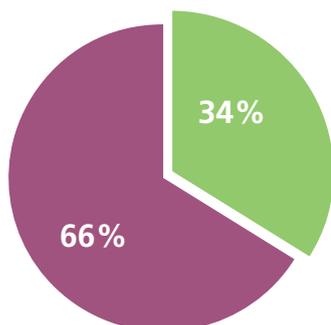
Quartile 1
(lowest paid staff)



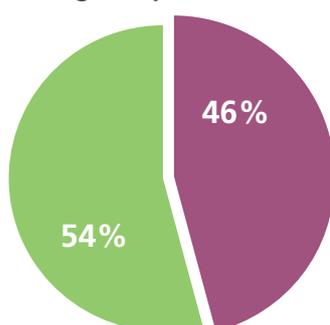
Quartile 2



Quartile 3



Quartile 4
(highest paid staff)



Our results

This report shows our results on the gender pay gap for the reporting year 2016/17 and I can confirm that the data that we have used to calculate our key metrics required by legislation is accurate.

The results for NHS Property Services are heavily skewed on the bonus data due to so few employees receiving a bonus in the reporting year. Bonuses were limited to senior executives of the business including 9 women (0.30% of all women) and 23 men (1.57% of all men).

Elaine Hewitt
Chief Executive Officer