

Berkshire Healthcare NHS Foundation Trust Draft Gender Pay Gap Report

A final report will replace this interim report.

Percentage of men and women in each hourly pay quarter

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	25.1%	74.9%
Upper middle hourly pay quarter	13.9%	86.1%
Lower middle hourly pay quarter	16.4%	83.6%
Lower hourly pay quarter	13.8%	86.3%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	15.5%
Median gender pay gap using hourly pay	13.3%

Percentage of men and women who received bonus pay

Percentage of men and women who received bonus pay	Men	Women
Percentage of men and women who received bonus pay	4.6%	1%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	24.3%
Median gender pay gap using bonus pay	0%

