

Berkshire Healthcare NHS Foundation Trust Draft Gender Pay Gap Report 24/25

A final report will replace this interim report.

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	14.3%	85.7%
Lower middle hourly pay quarter	16.4%	83.6%
Lower hourly pay quarter	14.2%	85.8%

Mean and median gender pay gap using hourly pay	
Mean gender pay gap using hourly pay	16%
Median gender pay gap using hourly pay	12.4%

Percentage of men and women who received bonus pay		
	Men	Women
Percentage who received bonus pay	1.6%	0.3%

Mean and median gender pay gap using bonus pay	
Mean gender pay gap using bonus pay	3.4%
Median gender pay gap using bonus pay	25%