

Gender Pay Gap Report 2018

Shropdoc is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 7 April 2018.

- The mean gender pay gap for Shropdoc is -8.38%.
- The median gender pay gap for Shropdoc is -29.15%.
- The mean gender bonus gap for Shropdoc is 0%.
- The median gender bonus gap for Shropdoc is 0%.
- The proportion of male employees in Shropdoc receiving a bonus is 1.96% and the proportion of female employees receiving a bonus is 1.34%.

Our proportion of men and women across the four pay quartiles are as follows:

Band	Males	Females	Description
A	56%	44%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	56%	44%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	21%	79%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	29%	71%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay Gap Reporting for 2018 shows that across our whole workforce, the men in our workforce earn on average 8% less than our female staff. For staff in the middle of our workforce (median average) our male staff on average earn 29% less than our female staff. The workforce ratio as at 7th April 2018 was 41% males and 59% females. 76% of our staff are undertaking frontline roles.

Gender pay differences are not prevalent across the whole workforce but are contained within specific groups. Our pay quartile data does demonstrate that female staff are proportionately more likely to occupy more clinical or managerial roles. Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Shropdoc is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. As such, it:

- carries out pay and benefits audits at regular intervals; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Shropdoc is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, Julian Barrett, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'Julian Barrett'. The signature is written in a cursive style with a large initial 'J'.

18th July 2018